THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ALL SAINTS' DIDCOT

England & Wales · Charity number 1180992

Details

Other names	ALL SAINTS' PCC, DIDCOT
Status	Registered
Legal form	Other
Registered	2018-12-04
Register	View on the Charity Commission register

Contact

Address	ALL SAINTS YOUTH & COMMUNITY HALL Roman Place Didcot OX11 7ER
Phone	01235510865
Email	administrator@didcotallsaintshall.org.uk
Website	www.didcotallsaints.org.uk

Activities

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

Activities: All Saints' Parochial Church Council (PCC) has the responsibility for working with the incumbent, in promoting the whole mission of the church, pastoral, evangelistic, social and ecumenical. The PCC also has responsibility for maintaining the church of Didcot All Saints', the churchyard and the Youth and Community Hall.

Classification

- **How:** Makes Grants To Organisations, Provides Buildings/facilities/open Space
- **What:** Religious Activities
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, The General Public/mankind

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Geography

- Oxfordshire

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£205,960	£112,000	-	-
2023-12-31	£323,599	£145,920	-	-
2022-12-31	£114,441	£89,609	-	-
2021-12-31	£113,846	£103,531	-	-
2020-12-31	£73,570	£87,698	-	-

Trustees

Name	Role	Appointed
Rev Andrew Michael LORD	Chair	2019-09-10
Alastair Beresford Adams		2014-04-06
Alison Judith Adams		2018-04-29
Andrew Peter Jones		2021-07-18
BRUCE CHARLES		2022-04-03
Brenda Margaret Andrews		2017-04-23
Dr Nicholas John Hards		2007-05-01
Julia Anne Buckle		2022-04-03
Sandra Pickworth		2023-04-23

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THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ALL SAINTS' DIDCOT

England & Wales - Charity number 1180992

Accounts

All Saints' Didcot Parochial Church Council

Annual Financial Statements 2024

as presented to the APCM in April 2025

Chair of PCC: Revd Dr Andy Lord
PCC Treasurer: Robin Phillips

Independent Examiner of Accounts:
Haines & Company
Chartered Certified Accountants and Statutory Auditors
Rear of 81 High Street,
Wallingford, Oxfordshire OX10 0BX

Consisting of the following:

Report of the Independent Examiner
Fund details for General and Hall (ASYCH) Funds
All Fund Movement Summaries
Statement of Assets and Liabilities (SoAL)
Notes

18th April 2025

REPORT OF THE INDEPENDENT EXAMINER TO THE PAROCHIAL CHURCH COUNCIL OF DIDCOT ALL SAINTS

I report on the accounts of the Parochial Church Council for the year ended 31 December 2024 which are set out on pages 2 to 9.

Respective responsibilities of Trustees and examiner

The charity's trustees 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(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:
- examine the accounts under section 145 of the 2011 Act;
- to follow procedures laid down in General Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of the independent examiner's report

My examination was carried out in accordance with the 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 the seeking of explanations from you as 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 statement

In connection with my examination, no matter has come to my attention:

1) which gives me reasonable cause to believe that, in any material respect, the requirements;
   - to keep accounting records in accordance with section 130 of the 2011 Act; and
   - to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act

   have not been met; or

2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

B R Haines FCCA
for and on behalf of Haines & Company
Chartered Certified Accountants and Statutory Auditors
81 High Street,
Wallingford, Oxfordshire, OX10 0BX.

All Saints' Didcot
Receipts and payments
Selected period: 01 January 2024 to 31 December 2024

Note	From To	01-Jan-24 31-Dec-24	01-Jan-23 31-Dec-23
General - General Fund (Unrestricted) Fund			
Income and endowments			
Donations and legacies			
Parish Giving Scheme		£26,622.18	£26,413.95
Stewardship Standing Orders		£2,735.00	£4,810.00
Stewardship Envelopes		£2,025.00	£1,579.00
Gift Aid Envelopes		-	£90.00
Collections		£1,945.26	£2,448.44
Gift Aid Recovery		£10,936.95	£11,910.73
Donations		£7,600.19	£5,215.24
Total Donations and legacies		**£51,864.58**	**£52,467.36**
Income from Charitable activities			
		£351.31	-
		£351.31	**-**
Other income			
Interest		£3,415.68	£1,496.17
PCC Fees (CofE)		£5,761.00	£5,642.00
Other		£520.00	£16,342.24
Legacies		£78,470.28	£200,000.00
Grants and Insurance Claims		-	£8,688.00
Total Other income		**£88,166.96**	**£232,168.41**
Total Income and endowments		**£140,382.85**	**£284,635.77**
Expenditure			
Expenditure on charitable activities			
Salaries		£6,186.45	£5,517.75
Grants		-	£2,266.25
Parish Share		£43,068.78	£42,000.00
Clergy Expenses		£783.51	£16,793.62
Church Running Costs		£5,460.30	£4,358.91
Photocopier		£2,424.45	£2,463.53
Honoraria		-	£1,050.00
Utilities		£2,507.41	£3,807.34
Repairs to Building (minor)		-	£6,035.00
Repairs Churchyard (minor)		£9.98	£3,443.62
Training & Software		£260.10	£308.24
Insurance		£3,175.20	£3,098.79
Mission and Evangelism Costs		£25.00	-
Miscellaneous		£160.00	£178.00
Total Expenditure on charitable activities		**£64,061.18**	**£91,321.05**
Total Expenditure		**£64,061.18**	**£91,321.05**
Excess of Income and endowments over Expenditure		***£76,321.67***	***£193,314.72***
Brought forward balance		£68,690.07	£76,375.35
Transfers to/(from)		(£76321.67)	(£201,000.00)
Total carried forward balance		**£68,690.07**	**£68,690.07**

All Saints' Didcot
Receipts and payments
Selected period: 01 January 2024 to 31 December 2024

Note	From To	01-Jan-24 31-Dec-24	01-Jan-23 31-Dec-23
ASYCH - All Saints Youth And Community			
Income and endowments			
Income from charitable activities			
ASYCH Regular Bookings		£31,571.35	£28,879.82
ASYCH One off Bookings		£3,548.21	£3,602.05
ASYCH Deposits		£3,775.00	£4,290.00
ASYCH Other & Donations		£55.00	-
ASYCH Interest		£2,491.25	£2,191.15
Total Income from charitable activities		**£41,440.81**	**£38,963.02**
Total Income and endowments		**£41,440.81**	**£38,963.02**
Expenditure			
Expenditure on charitable activities			
ASYCH Salaries		£13,595.08	£12,355.97
ASYCH Contract Cover		£117.26	£221.31
ASYCH Utilities		£4,651.83	£6,144.55
ASYCH Insurance		£895.56	£874.09
ASYCH Phone / Internet		£820.80	£827.78
ASYCH Music licences		-	£744.34
ASYCH Grounds Maintenance		£490.94	£648.45
ASYCH Building Maintenance		£3,391.96	£7,110.11
ASYCH Building Repairs (major)		£4,895.82	-
ASYCH General Resources		£819.64	£914.42
ASYCH Administraton Resources		-	£202.98
Total Expenditure on charitable activities		**£29,678.89**	**£30,044.00**
Other expenditure			
ASYCH Deposits Returned		£3,260.75	£3,830.00
ASYCH Bookings Returned		£11.00	£16.00
Total Other expenditure		**£3,271.75**	**£3,846.00**
Total Expenditure		**£32,950.64**	**£33,890.00**
Excess of Income and endowments over Expenditure		**£8,490.17**	**£5,072.52**
Brought forward balance		£73,588.47	£68,515.95
Adjustments		£0.00	£0.00
Total carried forward balance		£82,078.64	£73,588.47

All Saints' Church Didcot

Fund Movements

2024

	Starting Balance	*Income*	*Transfer*	*Expenditure*	*Final Balance*
General Fund	£68,690.07	£140,382.85	-£76,321.67	£64,061.18	£68,690.07
ASYCH	£73,588.47	£41,440.81		£32,950.64	£82,078.64
Legacy Reserve	£264,306.10	£12,765.58	£75,987.01	£3,186.00	£349,872.69
Restricted Funds:					
GWP	£0.00				£0.00
Building	£3,750.48				£3,750.48
Churchyard	£533.20	£11,201.22		£11,802.11	-£67.69
Bell Maintenance	£478.09				£478.09
Service Book Replacement	£293.27				£293.27
Knitters and Natters	£320.00				£320.00
Little Saints	£112.43				£112.43
Choir	£531.13	£110.00			£641.13
Flower	-£334.66	£60.00	£334.66		£60.00
TOTALS	£412,268.58	£205,960.46	£0.00	£111,999.93	**£506,229.11**
Overall movement over year	*£93,960.53*				

Fund Notes

The previous two pages give more detail on the General and ASYCH (Hall) Funds.
See Notes on Page 7 for more details.

PCC Approval

These accounts have been approved by the Parochial Church Council and signed on their behalf:

Revd Dr A Lord
Chair of All Saints' Church Didcot PCC

Date: 27/4/25

All Saints' Didcot

Statement of Assets and Liabilities (by code)
As at: 31 December 2024

Class and nominal code	General (Unrestricted)	Designated	Restricted	Endowment	Total	Last year
Current Asset - Cash At Bank And In Hand						
100: Barclays Church Account	(174,788.10)	193,211.12	8,984.28	-	27,407.30	16,511.49
110: Barclays Hall Account	(28,467.18)	49,098.26	(209.79)	-	20,421.29	17,200.56
120: Nat West Church	3,798.12	(1,672.73)	2,057.73	-	4,183.12	5,994.30
130: Nat West Hall	787.79	714.23	156.90	-	1,658.92	1,653.92
180: Hall Petty Cash	130.53	14.48	-	-	145.01	146.37
Total	**(198,538.84)**	**241,365.36**	**10,989.12**	**-**	**53,815.64**	**41,506.64**
Current Asset - Investments						
150: CCLA Church	249,745.64	(187,790.16)	(7,348.75)	-	54,606.73	291,681.14
160: CCLA Hall	15,000.00	34,426.71	-	-	49,426.71	46,935.46
170: CCLA Joyce Kneller	-	35,161.79	-	-	35,161.79	33,389.53
175: CCLA Legacies	2,483.27	312,470.42	-	-	314,953.69	-
Total	**267,228.91**	**194,268.76**	**(7,348.75)**	**-**	**454,148.92**	**372,006.13**
Liability - Agency Accounts						
6699: Agency collections	-	-	1,735.45	-	1,735.45	1,244.19
Total	**-**	**-**	**1,735.45**	**-**	**1,735.45**	**1,244.19**
Net total assets	**68,690.07**	**435,634.12**	**1,904.92**	**-**	**506,229.11**	**412,268.58**
Represented by						
General (Unrestricted)	68,690.07	-	-	-	68,690.07	68,690.07
Designated - ASYCH	-	82,078.64	-	-	82,078.64	73,588.47
Designated - Build	-	3,750.48	-	-	3,750.48	3,750.48
Designated - Churchyard	-	(67.69)	-	-	(67.69)	533.20
Designated - Legacies -	-	349,872.69	-	-	349,872.69	264,306.10
Restricted - Bell	-	-	478.09	-	478.09	478.09
Restricted - Choir	-	-	641.13	-	641.13	531.13
Restricted - Flower	-	-	60.00	-	60.00	(334.66)
Restricted - Knitters	-	-	320.00	-	320.00	320.00
Restricted - Little	-	-	112.43	-	112.43	112.43
Restricted - Service	-	-	293.27	-	293.27	293.27
Total	**68,690.07**	**435,634.12**	**1,904.92**	**-**	**506,229.11**	**412,268.58**

All Saints' Church Didcot

Schedule of Assets and Liabilities (SoAL) 2024

Gift Aid

Amount due from HMRC	**£1,036.95**

All Saints' Youth & Community Hall

Tangible fixed assets of Hall with its Fixtures and Fittings

Initial Value	£525,991.19
Additions	£0.00
Disposals	£0.00
Accumulated Depreciation	£115,506.35
Depreciation in year	£10,519.83
Net Book Value	**£399,965.01**

Agency Fees

The following Agency fees have been paid this year or remain to be paid next year

	Opening Balance	***Debit (paid)***	***Credit (received)***	***Balance to pay***
Occasional Offices				
Staff costs	-£36.00	£2,089.00	£2,288.00	**-£235.00**
Oxford DBF	-£811.00	£2,922.00	£2,891.00	**-£780.00**
Grants				
Homeless Oxfordshire	-£198.60	**£198.60**	£0.00	£0.00
Asylum Welcome	-£198.59	**£198.59**	£0.00	£0.00
Be Free Young Carers	£0.00	£0.00	£317.73	**-£317.73**
Williams Syndrome Foundation	£0.00	£0.00	£317.72	**-£317.72**
Oxfordshire Historic Churches	£0.00	£0.00	£85.00	**-£85.00**

Note: A correction of £180 was needed to Staff Costs to correct a mistake from 2022 hence balance is £180 more than the -£216 at the end of 2023

Grants to Charities

The following were paid by cheque or BACS:

TRAIN	**£2,000.00** *to be paid in January 2025*

Money Collected for Christian Aid

Money was raised by All Saints' for Christian Aid week and also for a Christian Aid sponsored walk:

Christian Aid Week	**£140.00**
Christian Aid Sponsored Walk	**£392.10**

Notes to the Financial Statements 2024

We continue to use the Data Developments Software to record our accounts using the Payments & Receipts model.

General Fund

In line with our 2024 Finance Plan (see below) the General Fund balanced for the year, with a total of £68,690.07 reserves in 2024 as for 2023. However, this was only possible because we underpaid our Parish Share by £10,736.22 and we used £2,483.27 of the interest from the Legacy Reserve Fund to top up the General Fund. Otherwise, the Fund would have been £13,219.49 in deficit. This is £4,465.79 better than last year when we were £17,685.28 in deficit.

The following may be noted in regard to the figures presented:

- Overall the General Fund that covers the usual running costs of All Saints' is in a much better place than we expected and our deficit was not as great as last year. We are very thankful for extra donations after our financial struggles were highlighted in October. The Gift Aid claimed on the donation that covered the Lych Gate repair costs also made a significant difference.
- Income from Stewardship Standing Orders went down from 2024 with some people joining the Parish Giving Scheme and others having moved away a few years ago.
- The Church Running Costs were more in 2024 due to the cost of fixing problems with the intruder alarm and the organ.
- We did not make repairs to the building during 2024 and the repairs to the Lych Gate come under the Churchyard Fund.
- The Gift Aid claimed from HMRC for 2024 is similar to that in 2023, although the 2023 figure includes a large amount claimed late from 2022.
- The 2023 figures included £15,540 for curate housing which was not needed in 2024. For 2023 this came under Other Income and Clergy Expenses which are thus lower in 2024.
- The salaries were higher in 2024 over 2023, covering the organist costs that were previously under Honoraria.
- Utility bills were less in 2024 after we reduced usage with price rises and given less occasional offices.
- Due to oversight, the usual £2,000 payment to TRAIN was missed in 2024 and so was paid in January 2025.
- We had two generous legacies totalling £78,470.28 which were transferred to the Legacy Reserve Fund.

Youth & Community Hall (ASYCH) Fund

- The surplus during the year increases the reserves in the Fund that can be needed for larger maintenance projects. We are expecting repairs to the car park and main hall lighting in 2025.
- There were a number of issues later in the year with the rainwater system which cost £2044 to repair.
- We redecorated the Hall in October at a cost of £3,060.
- The ASYCH Fund Report clarifies how much income and expenditure there were on deposits for Hall bookings and returned booking fees (eg for those bookings cancelled within the time limit). Deposits to be repaid next year (ASYCH Deposits – ASYCH Deposits Returned) = £514.25

Other Fund Updates

Detailed records are presented in these accounts for our General and Hall (ASYCH) Funds with totals for the other Funds. For these funds the following are worth noting for 2024

- **The Churchyard** Fund. Repairs to the Lych Gate started in 2023 and were completed in 2024. This was fully funded by generous donations. The total cost was £11,415.22
- **The Great Western Park (GWP) Fund** was transferred to GWP in 2023 and is now empty and closed.
- **The Legacy Reserve Fund** was set up in 2024 to enable easier tracking of legacy money and interest on it. This year £78,470.28 was received via the General Fund, one gift representing the final payment on a legacy for which two other payments were received in 2023.
- **The Flower Fund** received £60 but spending was not claimed in 2024. The 2023 deficit of £334.66 was transferred over from the General Fund in November 2024.
- **The Choir Fund** received £110 but there was no spending.
- No money has been spent from the **Building**, **Bell Maintenance**, the **Service Book Replacement**, the **Knitters & Natters** nor the **Little Saints Funds**.

To aid with the Church of England Return of Parish Finance we have added nominal codes to ensure that Major Repairs are accounted for separately, whether to the church building, the Youth & Community Hall or the churchyard with the names of existing nominal codes modified slightly to reflect this.

Transfer of Funds

- We transferred £229,968.56 from the CCLA Church Fund to the new CCLA Legacies Fund on 14/3/2024.
- We transferred a legacy of £500 on 5/12/2024; and a final legacy of £77,970.28 at the end of December.
- We transferred £15,000 from the CCLA Church Fund to top-up the Barclays Church account on 4/9/2024.
- To top-up the Hall Petty cash we transferred £120 on 25/9/2024, split between the General (£27.94) and ASYCH (£92.51) Funds.
- To top-up the Flower Fund we transferred £334.66 from the General Fund on 13/11/2024
- To ensure End of Year statements on the Nat West accounts we transferred £5 to each from the Barclays Church account on 30/12/2024
- We transferred £2,496.27 from the Legacies Reserve Fund to cover the deficit in the General Fund in 2024, in line with the PCC Financial Plan agreed in October 2024. This figure was calculated from the General Fund Balance for the end of 2024 compared with the end of 2023 prior to the transfer taking place = £68,690 - £66,193.80.

Bank Accounts

Our current accounts for the Church and Hall are kept with Barclays.

Our previously used current accounts for Church and Hall are kept with Nat West. There are still a few payments in and out of the Church Nat West Account.

We transferred £15,000 from the CCLA Church to the Barclays Church account during 2024 to maintain a healthy balance in the light of the financial deficit.

CCLA Funds

We have four Church of England Deposit Fund accounts with the CCLA that provide a good rate of interest. These are:

- Church
- ASYCH (Hall)
- Joyce Kneller Bequest
- Legacy – this was set up in 2024, requiring money to be transferred from the Church CCLA Fund. It contains all the money given in legacies apart from the Joyce Kneller Bequest which is kept separately. Whilst legacy money was in the Church CCLA Fund, the interest on that money was split between the General and the Legacy Reserve Fund.

Agencies

The Data Developments software handles Agencies as money that passes through our accounts but is given for the purpose of the Agency and therefore does not appear on the Fund summary. This covers Occasional Office costs and also the special collections for charities. Separate details are given as part of the SoAL.

Staff

All Saints' employs an administrator, treasurer and a Hall cleaner. Contractors are paid for specific tasks that maintain our buildings and grounds. One of our contractors is a trustee of All Saints' and is employed on the basis of their skills.

The Director of Music finished at the end of 2023 and we are very grateful for the paid help of Sue Ledger during 2024. As she retires at the end of 2024 and with All Saints' no longer able to support an honorarium we will be looking for ways forward during 2025. We are still able to fund organists to cover Sundays through the year.

Our Community Minister, Debbie Lord, is self-supporting, with no salary from All Saints' or Oxford Diocese. She is able to claim expenses from All Saints' for the excellent work she does here and from Oxford Diocese for the work she does in the wider Deanery. Our retired ministers, Josie Midwinter and Nick Hards, continue to serve and can claim expenses.

Parish Share

The Parish Share for parishes in the deanery are calculated using the Diocesan Share Formula, capped to limit yearly changes after a new formula was introduced. All Saints' PCC aims to pay the Share out of its general running costs (the General Fund), noting that our legacies were given with the wish they are not used for such costs.

2024 Future Financial Plan

The financial challenges in 2023 led us to paying £10,000 less Parish Share than was allocated to us. It became clear in the summer of 2024 that things were more difficult and the September PCC agreed to reduce Share payment to £15,000 less than the allocated figure, effective from November 2024. In order to plan effectively we discussed finances at a special October 2024 PCC and agreed:

- To plan for a reduction from full-time to part-time stipendiary ministry. This means that when Andy retires or moves on then the next vicar will be part-time, perhaps House for Duty. At this point the Parish Share allocated will become much less and the General Fund will balance without the current adjustments. Reducing the ministry will present a challenge to maintaining our worship, ministry and mission.
- Interest on the Legacy Reserve Fund (invested in CCLA) will be used to ensure that the General Fund balances year on year. In 2024 this was achieved by transferring £2,483.27 from the Legacy to the General Fund on 31st December, as noted above. In effect this helps us with parish administration costs.
- To review expenditure and reduce those items possible whilst maintaining administrative support and charitable giving to TRAIN.

Looking further ahead, it is recognised that the church building would benefit from renewal to make it more accessible, flexible and usable both by church and the wider community. There is legacy money to support this, and plans will be explored in 2025. This should in the longer term reduce utility costs and increase income through greater use.

Charity Commissioners

The Annual Financial Statement and Annual Reports are submitted to the Charity Commissioners. All Saints' PCC is Registered Charity 1180992. Details from this Statement and the annual Church of England financial returns are used to complete the Commissioners annual financial returns.

Significant Receipts and Payments Outstanding

The following will come under the 2025 accounts:

Oxford DBF	£780	Occasional Office Fees
TRAIN	£2,000	Grant that went unpaid in 2024

Overall Financial Health

Despite the financial challenges to our General Fund, all Saints' remains in good financial health with:

Unrestricted Funds:	£504,311.19 (General and Designated)
Restricted Funds:	£1,917.92
Total:	£506,229.11 (£412,268.58 - 2023)

If we ignore legacies then we saw an increase of £8,393.94 in our Fund totals during 2024 compared with a deficit of £4,379.23 last year. We give thanks for extra gifts and regular giving that enabled this.

See our APCM Reports for a summary of the charity's activities for the year.

2024

Annual Report of the PCC

Didcot All Saints' Church

Prepared for All Saints' APCM

April 2025

Introduction

Open to God… Open to Everyone… Open to Change

This report provides a reflection of life at All Saints' and outlines the wonderful activities that all its members undertake in order to sustain our life of faith, prayer and fellowship. We extend a heartfelt thank you to everyone who makes All Saints' a warm and welcoming community.

Aims and purposes

All Saints' Parochial Church Council (PCC) has the responsibility for working with the incumbent, Revd Dr Andy Lord, in promoting the whole mission of the church: pastoral, evangelistic, social and ecumenical. The PCC also has responsibility for maintaining the historic church building of Didcot All Saints', the open churchyard and the Youth and Community Hall.

Objectives and Activities

The PCC is committed to enabling as many people as possible to worship at our church and to become part of our parish community at All Saints'. The PCC maintains an overview of worship throughout the parish and aims to witness to the love of God within the local community and the wider world. Our services and worship put faith into practice through prayer and scripture, music and sacrament. When planning our activities for the year, we have considered the Charity Commission's guidance on public benefit and, in particular, the supplementary guidance on charities for the advancement of religion. In particular, we try to enable everyone to live out their faith as part of our parish community through:

- Worship and prayer; learning about the gospel and encountering God.
- Provision of pastoral care for people living in the parish.
- Mission and outreach work.

To facilitate this work, it is important that we maintain the fabric of the church of All Saints' and our Youth & Community Hall.

Achievements and Performance

This report provides an overview of the year through reports from various groups under the headings of:

- Worship, prayer and faith development
- Pastoral Care
- Mission and Outreach
- Vicars Report
- Maintenance of Buildings and Churchyard
- Financial Review, a summary of the separate Annual Finance Report
- Structure, Governance and Management, including Safeguarding
- Administrative information, including PCC membership

We would like to thank all the volunteers who work so hard to ensure the smooth running of our church – its services, community outreach, the building itself, the hall and the churchyard.

Worship, prayer and faith development

Last year we celebrated 4 baptisms and 3 weddings. Also, we conducted 11 funerals and 9 burial of ashes. In addition, All Saints' hosts occasional offices for the Ladygrove and Great Western Park churches.

The **Electoral Roll**, as presented to the 2024 Annual Parochial Church Meeting, contained 70 members. It is due for a full renewal in 2025.

On average we had 38 (up from 37) people attending our normal Sunday morning services and 21 (up from 17) our Second Sunday services.

All Saints' Choir

During this past year we have been learning how to continue without a musical director. We have been lucky enough to employ the talents of Dr Sue Ledger for 6 months as an occasional organist and expert voice coach. This has been really appreciated by the choir. It enabled us to cover various festivals including St Peter's in June and our own patronal at All Saints in November. Along with delivering a versatile Christmas Carol Concert, which was well received.

Despite us not having a musical director, the Choir have remained committed to bringing their combined talents to weekly service. They make a lovely rounded sound that serves well for *a capella* singing of anthems.

At the start of the year the choir and organist chose the hymn list but after Andy's return from sabbatical he has now taken over that responsibility, which reflects a change to include more modern hymns. It was agreed by the PCC & Worship committees to move to a different format for Morning Prayer which used iSingWorship to introduce newer worship songs. The Choir then joins the congregation and the organist has a Sunday off! The reaction to the new format along with guest speaker has been positive, so we see how that develops over this coming year.

We have also had the benefit of 2 occasional organists at All Saints and their voluntaries have been a treat!

Music is part of our expression of faith which we enjoy bringing to service for the benefit of guiding God's worship for our congregation at All Saints.

Brenda Andrews, Organist

Prayer

Quiet Space

Quiet Space is a small group of five regulars who meet roughly twice a month in the Clements Room in the church hall. It is led by one of four regulars, in turn, who guide us in meditation. The starting point may be a passage from scripture but can also be on passages from Christian books. Much of each session is spent in silence, which can be very therapeutic.

We would welcome anyone who'd like to join us, from 7.45 pm on Wednesday evenings as advertised in the newssheet.

Nick Hards

The Healing Group

We try to meet every four to six weeks and if something is urgent, we communicate straight away by email or phone. We pray for all those on our intercessions list. We also get requests from people who don't want to go on the list but would like prayers and this can be kept confidential. Please let Andy know if you would like our prayers.

Jennifer Roberts

Faith development

A small group attended the course going through the Bible during Lent which ran alongside the Bible readings in our Sunday services. We also used some of the first Pilgrim course after Harvest as we reflected on the nature of our trinitarian God together.

Pastoral Care

Fellowship groups

Natter Knitters

Thanks to Madeleine for co-ordinating this group through the year. They continue to gather and attract new people as well as making things for good causes.

Young at Heart

The group met throughout the year on the 2nd Monday of the month and I am pleased to say that we have some new members. We enjoy sharing our news over a cup of tea and biscuits.

Andy Lord joined us when we celebrated Christmas with a light meal and a glass of wine. We look forward to 2025 when we will continue to enjoy friendship and laughter.

Betty Kendrick

Flowers

Brenda co-ordinates the flower rota and we are grateful for all those who help out to make our church such a colourful and welcoming place through the year.

Social and Fundraising

During 2024 we have had two quiz evenings which raised a total between £500-£600 for All Saints church. In September we had a Harvest supper which was a social evening. All events were well attended and I received positive feedback from all three events.

During 2025 Madeleine is going to have a stall at Harwell craft fair on 6th April selling knitted items, made by members of 'Natters and Knitters' group, to help raise money for All Saints church. There will be a Flower festival at All Saints church during the first May bank holiday weekend with refreshments that Madeline is organising which will hopefully raise more funds for All Saints church.

There have been other suggestions for social and fundraising events but currently there are no dates for these events or if they will all go ahead.

Sandra Pickworth

Sunday School

We have not been able to run a Sunday School since the pandemic and a number of children use the corner set aside during our 10am worship. At the same time, the number of children and families attending Second Sunday alongside those of further years has grown.

Mission and outreach

Over the year, the Mission and Outreach Sub-committee continued it focus on:

Mission in the world.
We agreed to continue our funding of TRAIN in its work with young people locally in Didcot. The grant payments were delayed until the start of 2025. We had good speakers from Didcot Food Bank and Mission to Seafarers.

Mission exploring faith.
We discussed the challenges faced by churches with the reduction in children and young people attending and the pressures on people's time. We valued the new people coming to All Saints' and the work of 2nd Sundays.

Mission in the community.
We explored the idea of a bereavement group aimed at more recently bereaved who might benefit from a group with a gentle focus on themes common to those who have lost loved ones. Providing space for people to find support through their bereavement from a Christian ('spiritual') perspective. It will recognise its limits and is not for counselling but may signpost people for further help. However, appropriate training and resourcing has been difficult to find.

At Christmas, as a church we collected for Be Free Young Carers and the Williams Syndrome Foundation. The 2nd Sunday Community Carols and Crib services were appreciated.

Andy Lord

2nd Sundays

As I reflect back on the last year with 2nd Sundays, my response is gratitude: Gratitude to God for generous hearts and faith growing through special times together; Gratitude to the team, helpers and regulars who bring so much creative energy and love to it all. 2nd Sundays recently celebrated our 3rd birthday- Hooray! Our amazing team are: Natalie, Emma, David, Jo. And our special helpers are Andy and Ryan.

During 2024 there were 3 months when I was away on sabbatical, and the 2S Team continued to faithfully prep, pray and lead different activities. They were cheered on by other special people; Ali & Alastair Adams, Josie Midwinter. Huge thanks to you all.

Here is a whistle-stop tour of 2024!
We welcomed 2024 in with a games session in January, a fun way to start the year. February was a standout occasion for us as we welcomed +Gavin to Confirm Emma. This was an activity based service and many visitors joined us, sharing in signing crosses on foreheads with waters from the medieval font where Emma had been baptised as a baby. A wonderful afternoon, we prayed and shared Holy Communion and a meal too. Praise God! We followed this up with a pancake party!

In March we had card making for Mothering Sunday- and lots of cake to eat! (Yes there is a food theme!!) On Palm Sunday we made palm crosses, prayed using colourful material, and washed each other's feet as we remembered Jesus doing this at the Last Supper. Our youngest member was so excited that she climbed into the water tub fully clothed!! On Easter Day we joined the 10am congregation to celebrate that Jesus is alive, and then had fun with an Easter Egg Hunt. Thanks to everyone who provided eggs.

In May 2nd Sundays went to experience Forest Church at Cholsey, which was greatly enjoyed. In June there was a Sports Day, with assistance from Alison Goodall much appreciated. In July Josie led a 'Friendship' themed gathering, and you can see the jigsaw that was built above.

At the end of the summer we had a lively BBQ as we all got together again after Debbie and Andy's sabbaticals. We played games and decorated cakes. It was special and relaxed. In September we had a music focus, and celebrated Harvest in October with a tasting table of foods from round the world. I wonder what your favourite would be?!

Remembrance Day always falls on a 2nd Sunday, and we took time to pray for those still affected by war and conflict today as we joined in with the Didcot Parades. From November onwards there were also lots of rehearsals for our Christmas events. We had singing groups, handbells led by Kelly Norris, Crib Service drama practices, and Dave designed and led the magnificent angel making activity.

Our Christmas Community Songs and Carols event- now in its 4th year was a joyous celebration of the birth of Christ. We had a clarinet duo and band, Rob Armitage read 'Twas the Night' poem (great accent!), and the refreshments team surpassed themselves as did the teams setting up lights and effects. It was truly an 'All Saints Together Team' and the neighbourhood was really blessed by it. In all our Christmas events and services we seek to be good news and to share God's welcome with all. The Crib Service had a unique children and adults group telling the story, and the angels sang their praises to the 'Holy Baby Boy', born to redeem the world.

And how we need to experience that promise of hope that the angels sang about.

2nd Sundays continues to grow in number and in our love for God and others. My prayer is one of thankfulness for all that has been enabled.

God bless,

Debbie, *Community Minister*

Schools

Andy has been covering All Saints' School coming into our building since Hugh's retirement and will help Rachel, the new minister, settle into doing these services. Sadly, Manor School did not respond to the invitations for visits although they were undergoing change with a new head teacher.

Care Homes

Andy has been visiting the Meadows and Valerian Care Homes every month through the year, marking the seasons with services of hymns and readings which the residents have taken part in. Ministers have also visited individuals in their rooms when requested. These are lovely communities of appreciative people who are a delight to share life and worship with. Andy, Josie and Mark also visited Elmtree Court in Wantage where Michael Walker is now living.

Christian Aid

£140 was collected in Christian Aid week and £392.10 for the sponsored walk

Bell Ringing

With two ringers (Peter and Andrew Jones) we have continued ringing for occasional offices and special occasions as people's availability allowed.

Didcot Garden Town

The latest news on this can be found at: https://www.southoxon.gov.uk/didcot-garden-town-latest-news/

A number of local charities have benefitted from the Didcot Powerhouse Grant scheme.

Vicar's Report

As I look back over this last year so I'm again reminded of the vision that we articulated soon after I arrived – now over 5 years ago! It remains a good summary of All Saints' which has so many lovely, caring and varied people. We gather for worship in a special place that has been prayed in over the centuries and reach out in great care to many others as part of our mission, arising from the love of God we see in Jesus.

I am grateful for all those that help enable our worship together – our ministers, wardens, choir, readers, intercessors, deputy wardens, sidespeople, tea and coffee servers. Our valued choir continue to lead our 10am worship and special services at Easter and Christmas. After saying a fond farewell to Paul Hedley in January we have been grateful to Sue Ledger for her help through 2024 with the choir and playing the organ, before her retirement at the end of the year. As always, Brenda has been the quiet support behind the scenes in not just playing the organ but also setting up on Sundays and cleaning during the week.

I have been so grateful to Alastair and Andrew for stepping up to be Church Wardens at our APCM and serving us through the year. Anne continues her great work as Administrator, taking up the role of Treasurer through most of the year which was much appreciated before Robin took over in November.

The ministry of everyone at All Saints' was particularly evident and valued through the three months Debbie and I had away on Sabbatical, alongside the ministers who generously helped cover Sunday services and occasional offices. It was 11 years since my last sabbatical and Debbie's first. Having had chance to stop and seek refreshment I'm aware how much there is to give thanks for. It meant so much to be able to have time to catch up with each other and the family, to do things we normally don't have time for and have some special treats.

We were so grateful for the grants that enabled us to travel to America and reflect in different ways on the inspiration and challenge that our living world environment offers us. I enjoyed time to write articles and a booklet with Debbie composing some lovely worship music. It was a real tonic and an opportunity to deepen our lives of prayer, drawing on the "riches of God's grace that he has lavished on us" in Christ (Eph. 1:7-8). We are learning to appreciate more the presence of God in all creation, becoming more attentive to the work of the Holy Spirit. We are encouraged to slow down and live at a more sustainable and generous pace of life and ministry.

Some of these ideas and experiences fed into sermons at All Saints' during the Season of Creation. During Lent we managed to get a taste of the whole Bible, looking at different styles of writing and approaches to God. In the autumn we used the first series of the Pilgrim course to help us reflect on our Christian faith and pray together. Through the year we have also valued our regular times of Quiet Space.

All Saints' continues its generous heart for the community here in Didcot. Debbie has written about 2nd Sundays as it continues to develop and draw on the rich ideas and contributions of those who come. The important ministry of Natter Knitters and Young at Heart continues to encourage people into welcoming communities of care and gentle faith. I continue to be blessed by visits to both the Meadows and Valerian Court care homes each month. In our caring for one another we have remembered those on our intercessions list which has been a valuable reminder to prayer. We also remember those who have died during the year including Molly Smith, James Phillips and Mildred Ndangoh.

We remain grateful to our Churchyard Working Party who maintain the new churchyard for the benefit of the wider community. They always need more volunteers! We also thank South Oxfordshire District Council who continue good maintenance of the old churchyards.

Josie and I helped cover the interregnum at the Ladygrove Church before Rachel took up the house-for-duty ministers post in February 2025. I have continued my responsibilities as Area Dean and enjoy the opportunity to support other churches, to learn from them and help organise Synod and Chapter meetings. There was good time this year to reflect on our ministry to older people and those struggling with their mental health, as well as learn from the DAMASCUS group of churches on ministry and mission. The Bishop has asked the churches in Greater Didcot to reflect further on the options for future stipendiary ministry when those churches unable to pay a full Parish Share reduce their ministry after vicars retire or move on. At All Saints' we continue to have financial challenges which were highlighted in October but we remain so grateful to all who give regularly and those who responded so generously to the challenge. We finished the year much better off than we imagined and are grateful for all the prayers and gifts.

Returning to our vision, we recognised this year the ways in which God is leading us in ways of renewal. It is as if the Spirit of God is refreshing our community, worship and mission and inviting us to take steps forward. It has been lovely to welcome new people who have become part of the All Saints' community. The new more contemplative style of Communion has been appreciated by many, giving us more space to reflect and bring all we are before God. The financial challenges have led to a call to Pause for Prayer each Tuesday, whether we are able to make the services in church or not, with online prayers streamed now on both our Facebook and YouTube channels. We have also recognised the need to re-order our church building to better serve the wider community into the future, picking up on many of the ideas that have been talked about in the past. We look forward to exploring this more together during 2025.

Thank you for your support for us as a family, with our three children all now moved out since September. We value your friendship, prayer and encouragement through the year and pray that together we may be renewed in our faith, care and reaching out to others.

Andy Lord

Maintenance of Buildings and Churchyard

The Maintenance and Development Committee continues to look after the fabric of the church building and churchyards, alongside the Church Wardens. Thanks to Julia Buckel for the following reports.

Church

The church building is generally in good repair though there is always work to do including a mysterious ingress of water in the kitchen during heavy rain which is yet to be solved. The 2023 Quinquennial Report has given us a revised list of work to focus on to ensure the fabric of the building both inside and out is well maintained. The Maintenance & Development committee did not formally meet in 2024, although the inevitable informal discussions take place most Sundays. We will meet in the early part of 2025 to start organising the works that are forming the new 'to do' list. Some of this work will tie in with plans for the renovating and re-ordering that is being discussed for the next few years.

There are always regular maintenance tasks such as clearing gulleys, drains and guttering which are completed by the churchyard working party / committee as and when plus other immediate work that crops up.

The stained-glass window on the south wall of the Chancel was repaired this year after being vandalised and it's lovely to see light shining though it once again.

Churchyard

The successful renovation and straightening of the Lych gate this year was an important project as it was listing badly and the gates could not close. We are thankful for the generous donation to cover costs and for all the work Brenda did as she project managed this and its life has been extended considerably.

Memorial gates to the new churchyard - The work to fix this is ongoing since one of the memorial gates had to be removed in 2023 due to blockwork movement in the wall that supported the gate.

New cremations area - A plan has been approved by PCC and we will soon be applying for a faculty to build a path, create a memorial garden and add yew hedging on the east boundary in readiness for new cremations. We currently have about 4 spaces left in the current cremation area.

Repairs to the retaining walls around the perimeter of the church were carried out after suffering vandalism and this sadly seems to be a recurring incident every year in one area or another.

The town council have been doing a sterling job on strimming the grass on the front, west (side) and north (back) churchyards since these churchyards were formally closed. We very much appreciate the care they clearly take in their work and it makes a big difference to the workload of the working party.

Churchyard Working Party

Our small team has been boosted this year by 2 new volunteers and everyone continues to work hard around the churchyard, meeting regularly twice a month 10am - 1pm.

As always, much of our time is spent on mowing and tidying the churchyard as well as the field. Removing fallen branches and twigs after strong winds and then the leaves in the autumn can take up much of our time at certain times of year.

We have continued to leave an area of long grass and wild flowers around the perimeter of the field for wildlife and have another project in mind for next year to boost wildlife habitats in the new churchyard.

The Big Tidy Up was held on 20 July. We were a little short on numbers and so although we were able to catch up on some big boundaries especially along the public paths, plus other jobs that can't be managed at normal working parties, we didn't manage to complete it all.

The project to remove DIY grave edgings and chippings in the new churchyard is complete except for one grave and this will be addressed next year. Having now minimised the obstacles, we find that the mowing and strimming can be completed more quickly and so thankfully a smaller number of people can keep it tidy. Nearly all of the grave 'gardens' have been removed now and this further assists in easier maintenance.

We continue to keep spending to an absolute minimum but our biggest expense is the servicing of mowers which are even more tired and battered. Though we have been very grateful for the gift of some pre-owned equipment this year - a mower, a small battery strimmer and electric leaf blower which have been very useful.

We're always in need of volunteers so if you have any time, even if not a regular commitment please come along. Working party dates are listed on the weekly notice sheet.

A huge thank you to those who do come and help, both the regulars and those who are able to attend The Big Tidy Up. We have fun whilst we work, we have a good natter over a coffee break and leave with a sense of achievement having left the churchyard tidier than we found it.

Julia Buckel

Churchwardens Report

2024 was a quiet year for the building and churchyard and details of the main activities can be reviewed in the Maintenance report.

Reinstatement of the living meant Andy was inducted as Rector in January. Up until this point he had been Priest-in-Charge but we now have a Rector again.

Andy and Debbie took a sabbatical from the weekend after the APCM until the middle of August and we are extremely grateful to the visiting clergy who came to run the services and all those who took care of the admin side of filling the gaps on the calendar for just over 3 months

At the end of 2023 Paul Hedley had stepped down as Director of Music and in January we said a big thank you for his time, his dedication and developing the choir. As there was no replacement ready to step into Paul's shoes, we also took the opportunity to survey the congregation about the types of worship we might want to consider for future services. Decisions about a possible successor to Paul were delayed until September after Andy returned from sabbatical, although by the end of the year no new Director of Music had been found.

Following the installation of the semi-permanent streaming equipment after the Covid-19 pandemic we replaced the sound system with something far more versatile with numerous inputs that is remotely controlled from a tablet computer which could be anywhere in the church. This is the default method of control as the mixer itself installed is in a cage above the safe making it quite inaccessible to control directly. Although lapel microphones were purchased, most sound sources for normal services are static microphones on the lectern and altar

The PCC voted to establish a subcommittee to look at possible re-ordering of the church that would meet after Andy and Debbie were back from their sabbatical with a view to making it a more flexible and versatile space suitable for more than church services.

Having had no churchwardens in 2023-2024, Alastair Adams and Andrew Jones were elected as churchwardens at the Annual Vestry meeting held just before the APCM in April.

The Lychgate was comprehensively repaired in the summer (see the Maintenance Report), the uprights are now upright, the gates no longer foul on anything when opening and are exactly aligned when closed. All items that require routine maintenance or inspection have had that undertaken.

Alastair Adams, Andrew Jones, Church Wardens

All Saints' Youth and Community Hall

Finance

In 2024 income rose from around £39,000 to £41,500 and expenditure remained similar to 2023 at just under £33,000. This gives a surplus for 2024 of approximately £8,500.

Larger items of expenditure included just over £3,000 for decoration (which had not been done for 5 years) and around £2,000 to cover Rainwater Harvesting system problems. Utility bills were lower than 2023 at around £4,600, probably as the winter 2023-24 was milder, and energy costs were lower.

Maintenance

Paul Smith continues to take care of the small jobs around the hall on an 'ad hoc' basis and a variety of other tradespeople are used for specific repairs.

Window cleaning: Paul Barham took over cleaning the windows in 2024 and proved to be very communicative and very reliable compared to the previous window cleaner.

Decorating: The Main Hall and Foyer were decorated during October half term when there were no users booked into the Hall. Unfortunately the cracks in the Kneller room were filled despite the decorators having been asked to leave them alone, so future crack monitoring will rely on outside measurements only.

Cracks: Another cool and damp summer meant that cracks cycled less than in previous years.

Heating: The heating system required little non-routine maintenance compared to 2023 and is generally working fine with the level of repairs being consistent with a system that is 12 years old. However, it is approaching the expected age where a replacement might be needed.

Toilets: A number of fill valves had to be replaced, possibly because of debris from the underground tank reaching them. 2 broken toilet seats were replaced.

Rainwater Harvesting system: In November the buffer vessel had to be replaced (leaking) and in December the in tank pump had to be replaced (it was tripping its electrical circuit breaker), although we also took the opportunity to add an indoor filter to the system to reduce the amount of debris from the outdoors tank reaching the fill valves of the toilets and blocking them.

Hall Lights: Many of the fluorescent tubes in the large circular lights (2 per luminaire) had failed and one of the tubes is now unobtainable so the luminaires will need replacing soon. Also 2 of the 5 pendant baton lights were damaged in separate ball related incidents in December and as replacement tubes are also now difficult to obtain we expect to hire a scaffold tower and take the low disruption route of replacing them all in 2025.

Car park: The surface is continuing to progressively settle in heavily used areas (and where the Virgin broadband cable was laid) so we will need to level the worst areas in 2025.

Website

Occasional updating of the Terms and Conditions continued during 2024.

Staff

Anne Phillips remains as Hall Administrator and we are grateful for her commitment. She surrendered her role as Finance Officer in the Autumn and Robin Phillips took over as Hall treasurer at the same time he became Church Treasurer. Nicky Tarling is still employed as the cleaner and Julia Buckel (a member of the management committee) works on a contract basis to maintain the Hall grounds.

Miscellaneous

The lady using room 2 for beauty treatments gave up the room in mid-December and it was available for hire at the end of the year.

In November there was an incident one evening in the car park where a lady leaving a Pilates class fell over and injured her face and mouth in the car park having tripped, possibly over the slightly raised edge of the manhole cover. She was keeping the Committee informed (via the Administrator) of her subsequent medical and dental treatment so a claim may be forthcoming. The outside light tube closest to that corner was replaced in case it had been a contributory factor and the committee is seeking a reliable contractor to level that end of the car park.

As usual I would like to thank all the members of the committee for their hard work and support throughout this year.

Alastair Adams
Sub-committee Chair

Financial Review

All Saints' Church General Fund (Unrestricted)

Income

Excluding legacies, income to the General Fund was £61,912.57, which, after discounting extraordinary income (i.e. insurance claims and curate's housing costs) received in 2023, is 3% higher than it was last year.

Giving on the Parish Giving Scheme was slightly higher again this year, although Gift Aid Recovery was down by £1,063.78; most of this reduction was attributable to the inflated figure reported in 2023.

Total donations received (excluding legacies) were just over £600 lower in 2024 than in 2023, i.e. a fall of 1.1%.

CCLA interest, totalling £3,415.68, has more than doubled in the current year. The increase is largely due to the Legacies fund which enjoyed a full year's interest on the legacies received in 2023, as well as benefiting from two additional donations totalling £78,470.28 during 2024.

Expenditure

Expenditure this year was £64,061.18. This is substantially less than the 2023 total of £91,321.05, but the latter figure included £25,018.62 for costs which were not repeated in the current year.

A comparison of the two years' costs on a like-for-like basis shows that the spend in 2024 was £2,251,23 less than in 2023. However, it should be borne in mind that the annual £2,000 payment to TRAIN was missed in 2024 and was paid in early 2025 - please see note on page 7 of the Annual Financial Statements 2024.

The notes on page 7 of the Annual Financial Statements also confirm that the Parish Share was underpaid this year by £10,736.22 which, on top of last year's £10,000 shortfall, sadly reinforces our expectation that we will not be able to continue to have a full -time minister indefinitely.

The Youth and Community Hall Fund

Income

Total income received was £41,440.81, representing a 6.5% increase on 2023. Over three quarters of this income came from regular bookings which is great to see.

Expenditure

Total expenditure this year was £32,950.64, which is 2.8% less than in 2023. The saving was largely due to a concerted management of day-to-day running costs, notably for utilities which were 24% lower this year.

Excess income over expenditure totalling £8,490.17 has been added to the ASYCH reserve, increasing the total to £82,078.64.

Restricted Funds

Churchyard Fund

Most of the expenditure from the fund (£11,202,22) was for repairs to the Lychgate, this was fully funded from generous donations. Routine expenses exceeded income to leave a small end of year fund deficit of £67.69.

Choir Fund:

Income received totalled £110. There was no recorded expenditure meaning that the fund surplus increased to £641.13

Flower Fund:

Donations totalling £60 were received, but there were no recorded costs this year. A transfer of £334.66 was made from the General Fund to clear the outstanding deficit at the star of the year.

There was no activity on any other restricted funds

Accounts & Reserves

We continue to hold main bank accounts with Barclays, and old accounts with Nat West though these are gradually being run down. We also maintain a petty cash account to handle low value incidental expenses and receipts.

The end of year balance in these accounts is £53,815.

In addition, we continue to hold investment funds with the CCLA, and, as planned, this year the PCC has opened a new Fund to store legacy money received since the Joyce Kneller Fund was set up some years ago.

The end of year balance in the CCLA accounts is £454,149.

We have liabilities of £1,735 which predominantly comprise unpaid fees for occasional offices, fees payable to the Diocese, and collections for our Christmas charities. All of these were paid in early 2025.

Total Net Assets = £506,229

It is the PCC policy to try to maintain a balance of bank reserves to smooth out the fluctuations in cash flow to meet any emergencies that could arise. It is our policy to invest with the CCLA Church of England Deposit Funds to help increase the value of Funds.

The independent examiner is Haines & Co of Wallingford.

Robin Phillips, Treasurer

Structure, Governance and Management

The Parochial Church Council is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure. The PCC is a Registered Charity.

The method of appointment of PCC members is set out in the Church Representation Rules. At All Saints', the membership of the PCC consists of the incumbent, the curate, licensed lay ministers, churchwardens, Deanery Synod representatives and members elected by those members of the congregation who are on the Electoral Roll. All those who are members of the congregation are encouraged to register on the Electoral Roll and stand for election to the PCC.

The PCC members are responsible for making decisions on all matters of general concern and importance to the parish including deciding on how the funds of the PCC are to be spent. New members receive initial training into the workings of the PCC.

Given its wide responsibilities, the PCC has a number of sub-committees each dealing with a particular aspect of parish life. These committees, which include worship and faith development, mission and outreach, building maintenance and the Youth and Community Hall management committee, are all responsible to the PCC and report back to it. Apart from the Standing Committee, which is the only committee required by law and has power to transact the business of the PCC between its meetings as directed by the PCC, the sub-committees are advisory and do not have executive powers.

The PCC met for six scheduled meetings through the year.

Annual Parochial Church Meetings are normally held in April just before or after Easter.

The Ladygrove Church

The Ladygrove Church, which is an Anglican/Baptist Local Ecumenical Partnership, is a parish in its own right. It is still, however, a part of the All Saints' Benefice. Their long-time minister, Hugh Boorman, retired at the end of October with much thanksgiving for his ministry. Rachel Ciampoli starts as the House for Duty minister in February 2025.

Great Western Park Church

GWP Church is a Conventional District spanning four parishes. It arranges its own finances, APCM and reports. Mark Bodeker, remains a member of All Saints' PCC as Associate Minister for GWP Church.

Deanery Synod

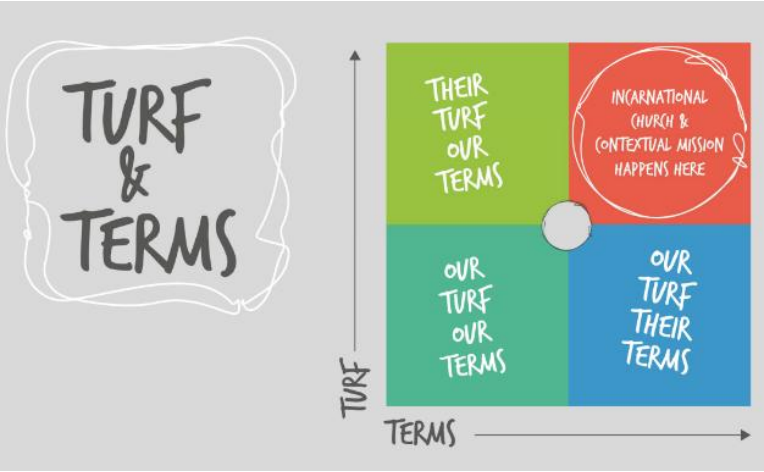
The Deanery includes parishes in Blewbury, Brightwell-cum-Sotwell, Chilton, Cholsey, Crowmarsh Gifford, Didcot, Great Western Park, Hagbourne, Harwell, Moulsford, the Moretons, the Astons, Upton, Wallingford.. The Deanery Synod provides PCCs with an important link between parishes and the wider structures of the church. Meetings are jointly chaired by the Area Dean (Revd Dr Andy Lord) and Lay Chair (Vaughn Lawfull).

Two Deanery Synod meetings and two Standing Committees were held in 2024. The Synods both related to the question of how we perceive 'church' in the modern world.

The first Deanery Synod meeting in February heard from Revd Pete Wheeler from St Peter's Aylesbury (who is on the Diocesan New Congregations Board), speaking about the church he ministers at on a rather deprived estate. He explained that his church has gone through a period of revitalisation – a few elderly folk ran the church on the estate, effectively forming a 'club' while concentrating on fundraising. Pete encouraged a 'breakfast church' to introduce health/well-being and to inspire families to choose things for themselves. On the first Sunday an 11 year old turned up, on the second he brought his brother, on the third they brought their mother. 4-5 years later there are 80-90 each Sunday, of whom 80-90% are unchurched. All activities are intergenerational - attendees bring their own food and a different culture. They also bring problems of addiction, abuse, alcoholism, but God is at work breaking chains.

Pete talked through several principles of creating a healthy church:

- Mission is not a department – it runs through our activities… His church has no intention of inviting people in – they need to want that themselves
- Church is usually an attractional model (expect others to come to you) but we need it to be an incarnational model (expect to go to them)
- 'Appreciative Enquiry' is the principle that everything we need to grow and thrive is already in the room/in our hands. We need to think about Asset Based Community Development (the ABCD concept). We should ask our PCCs about what we actually already have
- We need to consider what our Mission Statement is/should be



Between the first and second Synods, the Area Dean was on sabbatical for just over three months, focussing particularly on the theology of creation.

The second Deanery Synod meeting in November was addressed by Revd Canon Helen Kendrick who had been asked to comment on 'The Church in Mission' from her experience in the Damascus group of parishes: Helen took as her theme the stories told in Acts of new congregations sharing together/numbers growing as others were saved. The Damascus parish covers 5 villages which from being 5 different entities until WW2, have now grown into large places bordering Abingdon and Didcot Garden Town. Helen has been there for 21 years, in which time the congregations have halved. In 2017 a radical decision was made to become a single parish – not an easy process (there were 26 different bank accounts!) but activities such as sorting out paperwork and joining the Parish Giving Scheme has helped stewardship, numbers are now growing and the parish has a financial surplus. There is basically one PCC with churchwardens plus local church committees with Co-wardens, and one general fund. Pastorally, there is a key person in each church who calls in members of the clergy when required – they are building up lay teams to become the central contacts. Technology is being enabled in new ways – moving more and more data into Google programs. Practically, church worship moves around between the villages, but each church is unique.

The group's Mission Statement is 'nurturing faith, bringing hope, sharing love'. From a PCC Away Day came the idea of '5 doors': using all of the 5 main church buildings. There are home groups, lay-led services, the use of 'Open the Book' in the primary schools, an assembly in each school weekly. Warm Spaces, emergency food supplies, toddler groups, family engagement afternoons. They encourage regular giving of talents as well as money. Helen reminded us that if everything else seems impossible – keep praying!

There was time for discussion in small groups and a Q&A. These clarified some of the missional and structural issues faced by parishes and Benefices in the Wallingford Deanery. There was plenty to think and reflect further on!

- At both synods there were discussions about (and commitments to) Parish Share Payments. At the end of 2024 the Deanery had raised £468,341, a significant sum, towards the Share allocated to it.
- Gordon Gill stood down as Lay Chair at the beginning of the year and was gratefully thanked for all he had contributed during his years in office. Vaughn Lawfull was voted in as his successor in that role in November. Due to the continued lack of a Deanery Treasurer, the Standing Committee has covered this role again this year.
- The Deanery Secretary ran the Diocesan Election process in the Deanery during the Area Dean's Sabbatical (and during the vacancy for Lay Chair). Revd Jason St John Nicolle was elected to one of the two Clergy vacancies; but one Clergy and two Lay places were not filled.
- Each Synod heard a report from Professor Helen King in her role as a General Synod Representative, particularly in relation to the Living in Love & Faith process, and to the many aspects of Safeguarding which had featured in the national news during the year.

Inspections took place in several parishes during 2025 particularly in the Churn Benefice – more will take place in 2025 lessening the backlog after the hiatus of the pandemic.

Much work took place around the Deanery on projects related to Children & Youth, ahead of a plan being put together in 2025 alongside the diocesan bid for national funding. It was very encouraging to hear stories of so many varied activities taking place each month right across the Deanery.

Ali Adams, Deanery Secretary

(and All Saints' Deanery Synod Rep)

Ecumenical relationships

The church is a member of Churches Together in Didcot and District (CTDD).

For the 2024 Good Friday 'Act of Witness' we met outside Cornerstone for a successful time together. There were also ecumenical Lent and Advent groups. Andy & Debbie organised monthly ministers time for lunch and prayer.

Andrew Jones

Safeguarding

We seek to be a church that provides a safe and secure environment for the most vulnerable in our church and in the wider community and, therefore, place major importance on the implementation of all safeguarding policies to enable this. We are working towards a vision where every member of the church sees themselves as a part of providing this environment for the most vulnerable.

DBS (Disclosure and Barring Service)

All members of the PCC have a current Enhanced DBS, in line with Church of England requirements for Parochial Church Councils sponsoring activities for adults at risk or children. Renewal is now required for all DBS certificate holders after 3 years, in line with the general practice for registered charities. During the year Andy Lord acted as verifier, viewing applicants documents to confirm their identity.

2 new and 1 existing person received DBS clearance for work with children, young people and adults at risk during the year. The clearance provider for the Diocese is Access Personal Checking Services Ltd. as recommended by the Church of England.

Safeguarding Policies and Training

The recommendations in the Safeguarding Policy are adhered to in all activities relating to safeguarding and recruitment. The PCC has an ongoing Promoting a Safer Church Action Plan which was reviewed during the year.

A copy of the Safeguarding Handbook is available in the Clergy vestry and online. We follow its procedures for dealing with any safeguarding concern or allegation. We recognise the importance of being sensitive to any issues that may be raised and responding appropriately.

As a parish we are committed to the Diocese Safeguarding Training requirements and following an internal audit it was noted not everyone who volunteers within the Church has attended the required training. This has been noted and an action created on the Parish Safeguarding Action Plan.

Safeguarding issues

There was one pastoral situation during 2024 which raised safeguarding issues that were handled by the PSO and others in conversation with those involved.

Rob Bennie stepped down as PSO at the end of the year as they move to Scotland. [Alison Murray was appointed from February 2025]

We would like to remind people Safeguarding is everyone's responsibility and if you have a concern, please have a conversation in confidence with the Parish Safeguarding Officer. You won't be bothering or betraying anyone, rather you might helping to ensure someone who needs protecting gets the help they need.

Andy Lord

Policies

The PCC has in place a number of policies, some of which are updated each year and some every three years. These include: Risk Assessment, GDPR, Disability Access Audit, Complaints Procedure, Serious Incident Reporting, Communion Assistants, Safeguarding, Lone Working, Legacies, Reserves, Fire Risk Assessment, Health & Safety, Baptism, Working at Height, Conflict of Interest & Staff Handbook.

Administrative information

All Saints' Church is situated in Lydalls Road, Didcot. It is part of the Dorchester Episcopal Area in the Diocese of Oxford within the Church of England. The correspondence address for the church is: The Administrator, All Saints' Youth and Community Hall, Roman Place, Didcot, Oxon, OX11 7ER.

The website address is: www.didcotallsaints.org.uk

The Didcot All Saints' Church Community Page can be found on Facebook.

We also have a YouTube channel used for streaming

Parochial Church Council

PCC members who have served at any time during 2024 are:

Ex-Officio members:

Incumbent:	The Revd. Dr Andy Lord
Associate Minister, GWP Church:	The Revd. Mark Bodeker
Wardens:	Mr Alastair Adams; Mr Andrew Jones
Licensed Lay Ministers:	Dr Nick Hards
Deanery Synod Representatives:	Mrs. Alison Adams; Tricia Kilsby

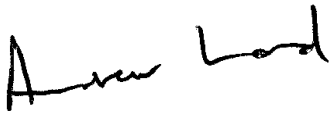
Elected members:

Mrs Eleanor Hards
Mrs Julia Buckel
Mr Bruce Charles
Mrs Sandra Pickworth
Mr Rob Bennie
Mrs Alison Goodall
Mr Bertie Doy (until April 2024)

Deputy Church Wardens (not on PCC)
Mr Bertie Doy

Other Ministers (not on PCC)
Revd Debbie Lord, Community Minister
Revd Josie Midwinter, Minister on PTO

Signed:



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Revd. Dr Andy Lord

Date:

27th April 2025

REPORT OF THE INDEPENDENT EXAMINER TO THE PAROCHIAL CHURCH COUNCIL OF DIDCOT ALL SAINTS

I report on the accounts of the Parochial Church Council for the year ended 31 December 2024 which are set out on pages 2 to 9.

Respective responsibilities of Trustees and examiner

The charity's trustees 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(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:
- examine the accounts under section 145 of the 2011 Act;
- to follow procedures laid down in General Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of the independent examiner's report

My examination was carried out in accordance with the 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 the seeking of explanations from you as 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 statement

In connection with my examination, no matter has come to my attention:

1) which gives me reasonable cause to believe that, in any material respect, the requirements;
   - to keep accounting records in accordance with section 130 of the 2011 Act; and
   - to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act

   have not been met; or

2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

B R Haines FCCA
for and on behalf of Haines & Company
Chartered Certified Accountants and Statutory Auditors
81 High Street,
Wallingford, Oxfordshire, OX10 0BX.

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ALL SAINTS' DIDCOT

England & Wales - Charity number 1180992

Accounts

2023

Annual Report of the PCC

Didcot All Saints' Church

Prepared for All Saints' APCM

April 2024

Introduction

Open to God

Open to Everyone

Open to Change

This report provides a reflection of life at All Saints' and outlines the wonderful activities that all its members undertake in order to sustain our life of faith, prayer and fellowship. We extend a heartfelt thank you to everyone who makes All Saints' a warm and welcoming community.

All Saints' Parochial Church Council (PCC) has the responsibility for working with the incumbent, Revd Dr Andy Lord, in promoting the whole mission of the church: pastoral, evangelistic, social and ecumenical. The PCC also has responsibility for maintaining the church of Didcot All Saints', the churchyard and the Youth and Community Hall.

Objectives and Activities

The PCC is committed to enabling as many people as possible to worship at our church and to become part of our parish community at All Saints'. The PCC maintains an overview of worship throughout the parish and, through our Mission Action Plan, aims to witness to the love of God within the local community and the wider world. Our services and worship put faith into practice through prayer and scripture, music and sacrament. When planning our activities for the year, we have considered the Charity Commission's guidance on public benefit and, in particular, the supplementary guidance on charities for the advancement of religion. In particular, we try to enable everyone to live out their faith as part of our parish community through:

- Worship and prayer; learning about the gospel and encountering God.
- Provision of pastoral care for people living in the parish.
- Mission and outreach work.

Overview

This introduction provides a brief overview of the year and more detail can be found under separate headings in the following pages.

Volunteers

We would like to thank all the volunteers who work so hard to ensure the smooth running of our church – its services, community outreach, the building itself, the hall and the churchyard.

Achievements and Performance

Throughout 2023, the church community continued to build on the vision set out in the Mission Action Plan, reflected in our PCC subgroups. The four areas of focus are:

- Worship, prayer and faith development
- Mission and outreach
- Sustaining the work of the church
- Maintenance and development of the church buildings and environment

Worship, prayer and faith development

Last year we celebrated 6 baptisms and 3 weddings. Also, we conducted 8 funerals and 8 burial of ashes. In addition, All Saints' hosts occasional offices for the Ladygrove and Great Western Park churches.

The Electoral Roll, as presented to the 2023 Annual Parochial Church Meeting, contained 62 members.

On average we had 37 people attending our normal Sunday morning services and 17 our Second Sunday services.

All Saints' Choir

We have for many years had the benefit of our Choirmaster Dr Paul Hedley leading us for Sunday worship and all the major festivals throughout the year. This year Paul took three and a half months sabbatical during the summer and returned to us in September refreshed. However after Christmas Paul made the decision to leave this role due to the demands of his job and other choir commitments. This we fully understood and in January we as a congregation said a big thank you to Paul and also Gail for all that they had both done over the last 9 years to develop our worship here at All Saints. Paul is a talented vocal coach and the choir has grown in technique and delivery due to his tutorship. He also introduced different settings for us to work on and modern festival pieces that stretched us. He helped develop the choir in so many ways and gave us a very professional sound. As an organist myself I had the benefit of one to one instruction as my sense of timing had to be worked on! Paul was always very positive and encouraging and we are all very grateful for all the time he spent with us. He has given a lasting legacy that resounds in our weekly worship. We hope to continue with the a cappella style of worship which gave the congregation a very special atmosphere to Sunday worship – just pure voices in an old church – something that took us back to the ancient times and sounds of worship here at All Saints.

We are lucky to have dedicated members of the choir and are also using the resources of local organists so that we can fulfil our commitment to worship.

Brenda Andrews

Prayer

Quiet Space

Quiet Space is a small group of usually no more than 5 people who meet roughly twice a month in the Clements Room in the church hall. It is led by one of four regulars, in turn, who guide us in meditation. The starting point may be a passage from scripture, but can also be on passages from Christian books. We have explored some on different styles of contemplation and varied ideas on whatever the leader thinks will be helpful. The artistic and literary skills of one of the regulars are used frequently. Much of each session is spent in silence, which can be very therapeutic.

We would welcome anyone who'd like to join us, from 7.45 pm on Wednesday evenings as advertised in the newssheet.

Nick Hards

The Healing Group

The group meet to pray for those who are on the Intercession List and for others who have asked for confidential prayers. We always finish our meetings with Compline. If you would like our prayers please let Andy or Jennifer know.

Jennifer

Faith development

We appreciated the course on Seeing God in Everyday Life in the autumn. This drew on Ignatian spirituality for ways of living with Jesus in the challenging times of life.

Fellowship groups

Natter Knitters

Thanks to Madeleine for co-ordinating this group through the year. They continue to gather and attract new people as well as making things for good causes.

Young at Heart

The Young at Heart continue to meet together, in the Church Hall every month. Thanks to Betty for coordinating and pastoral care.

Flowers

Brenda co-ordinates the flower rota and we are grateful for all those who help out to make our church such a colourful and welcoming place through the year.

Sunday School

We have not been able to run a Sunday School since the pandemic and the numbers of children attending our 10am worship has reduced. At the same time, the number of children and families attending Second Sunday alongside those of further years has grown!

Mission and outreach

Over the year, the Mission and Outreach Sub-committee continued it focus on:

- Mission in the community.
- Mission exploring faith.
- Mission in the world.

In addressing mission in the world, we had to live with the reality of the financial challenges facing All Saints'. We continued to provide financial support to the TRAIN youth work project but not to other charities as we have in the past.

This year the money given in our Christmas collections was donated to Asylum Welcome and Homeless Oxfordshire. Throughout the year we supported many missions and charities in prayer. During the year we had speakers from Mission to Seafarers and Novi Most.

The sub-committee would be delighted to welcome new members willing to engage with the work it does.

Schools

We continue our links with Manor School, welcoming classes in for Christmas and occasional assemblies and events. Andy has been covering All Saints' School coming into our building since Hugh's retirement. It was been good to continue the positive links there.

Bell Ringing

With two ringers (Peter and Andrew Jones) we have continued ringing for occasional offices and special occasions as people's availability allowed.

Care Homes

Andy has been visiting the Meadows Care Home every month through the year, marking the seasons with services of hymns and readings which the residents have taken part in. Ministers have also visited individuals in their rooms when requested. This is a lovely community of appreciative people who are a delight to share life and worship with.

This last year has also seen Andy visit the new Valerian Court each month as the number of residents increases. They are a very welcoming crowd that appreciate the music, prayers and time together.

Christian Aid

Christian Aid Week 2023: In the whole district, £383.50 including Gift Aid. With £1,415 from Chilton's plant sale

Christian Aid Sponsored Walk in October: In the whole district, £889 was raised, with £331.25 from All Saints' including Gift Aid.

Didcot Garden Town

Work behind the scenes continues to be undertaken by the councils with latest news to be found at https://www.southoxon.gov.uk/didcot-garden-town-latest-news/

A number of local charities have benefitted from the Didcot Powerhouse Grant scheme. Andy visited the open day for the Local Cycling and Walking Infrastructure Project which has a longer time-frame on it.

2nd Sundays

As I remember and think about the gathering that 2nd Sundays has become, I am full of gratitude and thanksgiving. Two years ago a step forward was made, a bit of an experiment based on the growing sense that people in our locality were looking for 'something more'… were beginning to explore faith. 2nd Sundays has grown more creative and gone a bit deeper in its journey this last year. We are enriched by a wonderful team- Natalie, Emma, David and Jo- who contribute generously and are at the heart of things. It is a privilege and a joy to be sharing this.

In January 2023 we had our New Year party, complete with delicious pizzas from Dave R's portable oven, and a lively percussion game. When I asked if anyone would like to help prepare for our 1st Birthday celebration three adult hands went up. So in February, this new team enthusiastically prepared a huge pass-the-parcel complete with forfeits! Everyone enjoyed this game- and especially the moment when sweets had to be retrieved without hands from jelly! There was also party hat and crispy cake decorating, some beautiful ones. And our theme was the great banquet that God invites us all to. Archdeacon David joined us and shared a lively thought for the day. In

March there was also a celebratory theme as we thought about Jesus' first miracle, turning water into wine at the wedding in Cana. As usual there were songs to join in with and percussion to play, and some of our youngest members read the Bible story for us all in an up to date translation. 2nd Sundays is an all-age gathering where we share our gifts.

In the run up to Easter it was clear that the newly formed team were ever enthusiastic and together we prayed and planned for a Palm Sunday Special - making Easter gardens outside, watching Miracle Maker with packed tea and extras in the hall. We had a wonderful time. There was an abundance of turf, cress, chicks, bunnies, eggs, flowers and pebbles to use! Some of our creations are below.

It was also very moving to watch the full story of Jesus in Miracle Maker; 2nd Sundays exploring the heart of Christian faith together in a special way. I recall conversations that showed children and adults were engaged with the message. As a minister this is what I long and pray for. All the fun and creativity helps people to discover that they are welcomed. And as they return each time, they begin to think more about who Jesus is, and what he might be saying today.

In May the creativity continued as we built boats from large cardboard boxes, went fishing in a paddling pool, and ate fishfingers and pitta bread. There was plenty of hard work designing and cutting out the cardboard, and we were so happy to see a fleet of boats coming in and out of church! We thought about the time in the Easter story when Jesus appeared to his disciples on a beach and cooked breakfast for them. The kindness of God, and the ways Jesus helped his followers inspires us.

Another outdoor session included a wildlife trail, but we held our July BBQ indoors as the weather was dodgy! We were so glad that lots of people from the 10am congregation were able to join in. It was good to share time and food together.

In September we heard about Tabitha who shared her creative gifts (in Acts 9) and blessed others. So we learnt how to knit (I still have L plates on!) -and some of us have since contributed squares and blankets to help people find warmth during the colder months. In our October Harvest celebration we played an in-person O's and X's game, enjoyed pizzas again, and for the first time had an informal 'breaking of bread' at the meal table. This was poignant, and we thought more about Jesus, and what he means to us personally. As we gather monthly in 2nd Sundays we are growing in friendship and exploring the Christian faith. Often this happens as

one person discovers something new about God, and talks about it. As we take time to reflect together, faith becomes more real.

Earlier in the summer, Emma, one of the team, had asked about being Confirmed and so during the autumn a few of us met on weekday evenings to explore this and pray. It is remarkable that one person asking that question has opened up the opportunity for more of us to go deeper with God and each other. Our themes have included 'being known by God' 'reading the Bible', 'prayer', 'serving God and helping others', 'breaking bread', 'resisting evil and seeking justice'. Learning to read the Bible and think about its meaning together has been enriching, a shared adventure for us.

And as the days shortened we began to prepare for our Christmas season, especially the 'Christmas Songs & Carols' event on December 10th. There was a new Handbells group, led by Kelly and Simeon. We learnt how to read the music chart numbers and enjoyed ringing together. It was fun, and for most of us, a new activity. Several singing groups, soloists and a clarinet duo also prepared for this wonderful celebration. The church was packed full of local people all wanting to join in. Thanks to Dave's creative gifts we had large bells decorating church, and we are so grateful for the many beautiful lights loaned to us which added extra sparkle and ambience. Mulled wine, mince pies, cakes and other treats were generously shared, and I want to thank all those who contributed in any way to this musical Christmas delight. Along with our Christmas Eve Crib Service, when we unwrapped the Christmas story items, this was a holy moment. We celebrated that God's wonderful love was given for all; Jesus, the real reason for the season!

So I conclude with deep appreciation: I will remember 2023 as the year when faith, hope and love were shared creatively and generously at 2nd Sundays because a new team formed. This brought us closer to God and each other. Huge Thanks Team, it wouldn't be possible without you! And special thanks also to our helpers - Ryan, Andy, Anne, Sarah and Robin, and to everyone who comes to 2nd Sundays - it really wouldn't be the same without you.

Blessings,

Debbie

(Community Minister)

Sustaining the work of All Saints'

All Saints' Church General Fund (Unrestricted)

Income

Excluding legacies, we saw an income to the General Fund of £84,635.77. Of this giving on the Parish Giving Scheme increased slightly as did cash on the collection plate. However, income from Standing Orders and particularly Envelopes fell.

A £15,540.00 grant was received relating to the curates housing, this is offset by the rental expenditure.

CCLA Investment interest has improved significantly which we are grateful for.

A very generous legacy of £200,000 was given. The wish was for this not to be used for the general running costs of the parish but for particular use for church and hall buildings. It has been transferred to the Legacy Reserve Fund and the PCC is exploring options later in 2024.

Expenditure

The expenditure this year was £91,321.05. We are running at a deficit even though we paid £10,000 less than allocated for the Parish Share – a total deficit of £17,685.28 on the General Fund.

This is obviously a cause for concern as the low payment of Parish Share will affect our chance of having a full-time minister in the future. We can manage the current yearly deficit for another 8 years from the General Fund balance.

The Youth and Community Hall Fund

Income

Total income received was £38,963.02 which was up from £31,014.37 last year which represents a greater use of the hall by the local community, notably on regular bookings. This is great to see.

Expenditure

The expenditure totals £33,890.50 which is similar to last year. We note that the cost of utility bills has increased and significant maintenance work was required.

Overall we had a surplus of £5,072.52. Note that funds are built up so any major expenditure can be planned for.

Great Western Park Church Fund

We received final donations into this account during 2023. After transferring the balance of £6,873.07 to GWP Church this Fund is no longer in use.

Accounts & Reserves

We hold main accounts with Barclays and old accounts with NatWest. The end of year balance in these accounts is £41,686.64. This is lower than the £91,425.41 of the previous year as the PCC agreed to transfer money into the CCLA Investment Funds to take advantage of the higher interest rates.

We have liabilities of £1,424.19 which are unpaid fees for occasional offices, to be paid in 2024.

The balance at the end of year for the three CCLA Investment Funds is £372,006.13 which includes the legacy given in 2023.

Total Net Assets = £412,268.58

It is the PCC policy to try to maintain a balance of bank reserves to smooth out fluctuations in cash flow to meet any emergencies that could arise.

It is our policy to invest with the CCLA Church of England Deposit Funds to help increase the value of Funds.

In 2024, for transparency the PCC expects to open a CCLA Fund to store legacy money given since the Joyce Kneller legacy kept separately in the CCLA Joyce Kneller Fund.

The Independent Examiner is Haines and Co. of Wallingford.

Andy Lord, Rector, with
Anne Phillips, Treasurer

Maintaining and developing the church building and churchyard

The Maintenance and Development Committee continues to look after the fabric of the church building and churchyards, alongside the Church Wardens. Thanks to Julia Buckel for the following reports.

Church

The church building is in generally good repair and the Quinquennial Report received later in the year commented favourably on the amount of work that had been completed. The Maintenance & Development committee will be meeting in the early part of 2024 to identify the work that needs to be done as per the new report. We will then create a 'priority' schedule to work to.

There are always regular maintenance tasks such as clearing gulleys, drains and guttering which are completed by the churchyard working party / committee.

Churchyard

Memorial gates to the new churchyard - One of the memorial gates was removed last year due to large cracks and blockwork movement in the wall that supports the gate. The work to fix this is ongoing.

New cremations area - A landscaping company was employed to regrade the bank on the far east end of the new churchyard. The result is that we now have a level area that has been seeded, and can start planning the new

cremation area with memorial garden. A faculty will be applied for in 2024 so that work can soon commence.

Lych gate - Work has started to progress the repairs of the lych gate, which you may have noticed is leaning considerably. Quotes have been received and a faculty applied for.

Churchyard Working Party

Our very small band of dedicated volunteers has continued to do sterling work around the churchyard, meeting on the first and generally third Saturdays of the month, 10am - 1pm.

As always, much of our time is spent on mowing and tidying the churchyards as well as the field. It's been encouraging to see the field being used as a venue for church events throughout the year and so we endeavour to keep the grass in good order. We have continued to leave an area of long grass and wildflowers around the perimeter of the field for wildlife.

The bulb planting that was completed in 2022 has given the front churchyard a welcome burst of colour in spring and we can look forward to those bulbs multiplying.

Following the closure of the front, west (side) and north (back) churchyards we very much appreciate the care and attention of the team from SODC who have been cutting the grass once a month in these areas. They have demonstrated considerable care and attention, and we would like to acknowledge the enormous help this has been to us. As such a small team we would not have been able to keep the grounds as tidy and it has meant that we have been able to focus on the new churchyard and field.

The Big Tidy Up was held on 15 July and was as well attended as we could expect. We were able to catch up on the boundaries and ivy growth plus various other jobs that can't be managed at normal working parties.

The project to remove grave edgings and chippings in the new churchyard is almost complete. The next phase of the churchyard renovations commenced in November and will continue in 2024. This involves the removal of grave 'gardens'. Families who have shrubs on graves will have the opportunity to allow the planting to be relocated to the new memorial garden within the new cremation area.

We continue to keep spending to an absolute minimum but our biggest expense is the servicing of mowers which are now quite tired and battered.

We're always in need of volunteers so if you have any time, even if not a regular commitment please contact the working party.

Julia Buckel

All Saints' Youth and Community Hall

Overall Hall activity seems to have returned to pre-pandemic levels during 2023.

Finance

We saw our income increase from £31,014.37 to £38,963.02 and our spending remain stable at £33,890.50 against £33,181.73 the previous year. Hence a credit of £5,072.52 for the year which adds to our Fund balance (now at £73,588.47) which is maintained to cover future larger costs on the building.

Larger items of expenditure included £2,250 to overcome problems with the groundsource heat pump; £1,730 to survey the Hall to confirm that the visible cracks do not pose a risk to the structure; and electricity bill of just over £6,000. We also made repairs to the main hall floor and the car park drainage.

Maintenance

Paul Smith continues to take care of the small jobs around the hall on an 'ad hoc' basis and a variety of other tradespeople are used for specific repairs.

Decorating: This was again skipped in 2023 due to reduced wear and tear during the pandemic but will need some attention in 2024, so we expect 2024 expenditure figures to be higher than 2023.

Cracks: A cool and damp summer meant that cracks opened less than in previous years and in some case gave the best 'end of summer' readings since regular monitoring was started. However a floor crack appeared in the main Hall in front of the 'Table Cupboard' that required professional repair.

Heating: Heelas Heating (approved Worcester Bosch service engineers) have been doing all the servicing and repairs since 2022 and the system seems to be running smoothly at the end of 2023 compared to the start of the year.

Fire Extinguishers: Following the expiration of the contract with Chubb we are now using Red Box (based in Didcot) as suppliers instead.

Office and admin

The office computer was semi retired in 2023 and replaced with a new Laptop connected to an external screen and keyboard providing an improved working environment for the administrator. The old computer still manages the guest wifi access as the original software is no longer available to install elsewhere.

Website

Occasional updating of the Terms and Conditions continued during 2023.

Staff

Anne Phillips remains as Hall Administrator and we are grateful for her commitment. In addition she took on the role of Finance Officer at the end of 2023. Nicky Tarling is still employed as the cleaner and Julia Buckel (a member of the management committee) works on a contract basis to maintain the Hall grounds.

Miscellaneous

The former store cupboard used by the Scouts (known as room 2) was hired on a monthly basis to a lady offering beauty treatments.

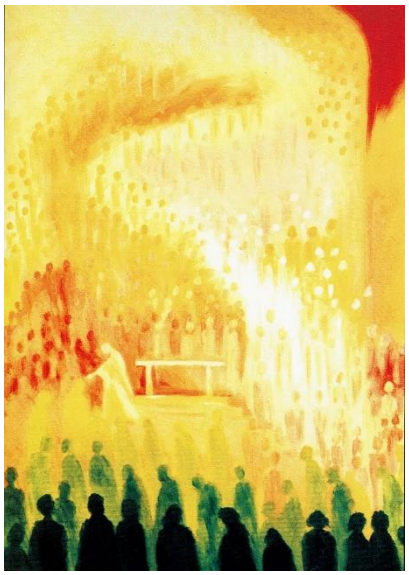
As usual I would like to thank all the members of the committee for their hard work and support throughout this year.

Alastair Adams
Sub-committee Chair, March 10th 2024

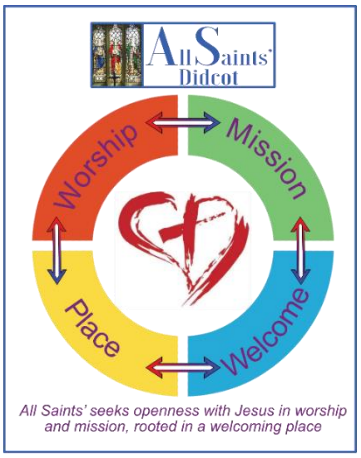
Vicar's Report

This has been a year that has seen us enjoy regular worship and reaching out into our community. We continue to be stretched for volunteers and finance but there is much to be thankful for.

Reflecting on 2023 I'm reminded of Jesus saying he is the Good Shepherd who cares for his flock and speaks to them (John 10). It is less about measuring our achievements and more about a greater awareness of being held by God. John's Gospel speaks of Jesus' desire that we be with him, knowing his glory and love (17:24). To know in our hearts that we are held in the heart of God is the most precious thing that enables us to shine the attractive light of Jesus out to others. An image of this, as we are held together at Communion, is below. May we receive a greater awareness of the overflowing love of God, poured out through the Holy Spirit and holding us together in Christ.



This love is at the heart of the vision we explored near the start of our time here. It is a love nourished by our worship, prayer and faith development together and which flows outwards in mission and outreach. We continue to be a welcoming place that has seen new people join both our 10am and 2nd Sunday congregations.



I am grateful for all those that help enable our worship together – our ministers, choir, readers, intercessors, deputy wardens, sidespeople, tea and coffee servers. Our valued choir continue to lead our 10am worship and special services at Easter and Christmas. Paul Hedley took sabbatical time during 2023 and sadly decided to step down at the end of the year due to other commitments. We are so grateful to him, Gail, Esther and Adam for all they have contributed and we were able to say goodbye at a service in January 2024.

As always, Brenda has been the quiet support behind the scenes in not just playing the organ but also setting up on Sundays and cleaning during the week. It has been good to welcome Conrad and David to help on the organ.

Our faith has been deepened through the autumn short course on "Seeing God in Everyday Life" and regular Quiet Space times together. We also marked the Season of Creation with a special sermon series.

All Saints' continues its generous heart for the community here in Didcot. Debbie has written about 2nd Sundays above which has seen a growth in its leadership and in exploring faith in creative ways. The important ministry of Natter Knitters and Young at Heart continues to draw people into welcoming communities of care and gentle faith. I continue to be blessed by visits to both the Meadows and now Valerian Court care homes each month. The latter are now regularly joining us online for Sunday mornings. We have hosted Manor School as well as taking occasional assemblies there, as well as hosting All Saints' school for festivals. Two concerts have also taken place at All Saints involving Ella Bodeker and Simeon Lord, with many coming into All Saints' for the first time.

We remain grateful to our Churchyard Working Party who maintain the new churchyard for the benefit of the wider community. They always need more volunteers! We also thank South Oxfordshire District Council who continue good maintenance of the old churchyards.

There were a number of changes in ministry last year. In line with the aim of reaching out to the new Valley Park estate when it is built, Sasha moved to be curate in the Harwell & Chilton Benefice in September. We are grateful for her contributions here at All Saints'. Brenda stepped down as Church Warden after great service in this role! We have managed since without any Wardens and I'm grateful for all who

help out with the fabric and different aspects of the ministry here. All Saints' has benefitted from Sharon's work as Treasurer again this year as the new system has settled into a pattern of working. She stepped down at the end of the year to do more with CAB and Anne is taking over in addition to her great work as our Administrator – key roles in our life together as a church for which I'm very grateful.

Hugh retired as minister at The Ladygrove church in October after the many years he and Lindsey have put into the church and community. Whilst the church looks for a new house-for-duty priest Josie and I are helping cover some services. They are a great church and we pray for the right person as they move forwards.

Towards the end of the year the legal "Suspension of living" of All Saints' and St Peter's was lifted and I became your Rector – an affirmation of ministry here rather than a change of role! I have continued my responsibilities as Area Dean and we saw new ministers starting in the Benefices of Cholsey & Moulsford and Harwell & Chilton. Deanery Synod explored evangelism and environmental concerns which were much appreciated. We also had plenty of financial figures to look through and to plan forward given the pressures on church finances generally.

We remember those who found the year difficult and those who have died. I am grateful for the support All Saints' have given since my dad died in January 2023 and your care for us all. We value your friendship, prayer and encouragement through the year and pray that together we may be led deeper into the love of Christ and the fullness of the Holy Spirit.

Andy Lord

Structure, Governance and Management

The Parochial Church Council is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure. The PCC is a Registered Charity.

The method of appointment of PCC members is set out in the Church Representation Rules. At All Saints', the membership of the PCC consists of the incumbent, the curate, licensed lay ministers, churchwardens, Deanery Synod representatives and members elected by those members of the congregation who are on the Electoral Roll. All those who are members of the congregation are encouraged to register on the Electoral Roll and stand for election to the PCC.

The PCC members are responsible for making decisions on all matters of general concern and importance to the parish including deciding on how the funds of the PCC are to be spent. New members receive initial training into the workings of the PCC.

Given its wide responsibilities, the PCC has a number of sub-committees each dealing with a particular aspect of parish life. These committees, which include worship and faith development, mission and outreach, fundraising, building development and the Youth and Community Hall management committee, are all responsible to the PCC and report back to it. Apart from the Standing Committee, which is the only committee required by law and has power to transact the business of the PCC between its meetings as directed by the PCC, the sub-committees are advisory and do not have executive powers.

The PCC met for six scheduled meetings through the year.

Annual Parochial Church Meetings are normally held just before or just after Easter.

The Ladygrove Church

The Ladygrove Church, which is an Anglican/Baptist Local Ecumenical Partnership, is a parish in its own right. It is still, however, a part of the All Saints' Benefice. Their long-time minister, Hugh Boorman, retired at the end of October with much thanksgiving for his ministry. The church is now looking for a house-for-duty minister.

Great Western Park Church

GWP Church is now a Conventional District spanning four parishes. It now arranges its own APCM and reports. This year saw GWP take control of all its finances. Mark Bodeker, remains a member of All Saints' PCC as Associate Minister for GWP Church.

Deanery Synod

The Deanery Synod provides PCCs with an important link between the parish and the wider structures of the church. Meetings are jointly chaired by the Area Dean (Revd Dr Andy Lord) and the Lay Chair (Gordon Gill). The Deanery includes parishes in Didcot, Great Western Park, Harwell, Chilton, Cholsey, Moulsford, Hagbourne, Blewbury, Upton, the Moretons, the Astons, Wallingford, Crowmarsh Gifford and Brightwell-cum-Sotwell.

Four Deanery Synod meetings were held in 2023, with three meetings of the Standing Committee. Meetings continued to focus on the Wallingford Deanery Mission Action Plan (MAP) which has four key focus areas:

1. Development of ministry to children, young people & families
2. Developing our outreach to new & settled communities
3. Development of appropriate patterns of worship
4. Development of the Ministry in the Greater Didcot Garden Town area, both financially & structurally.

The first Deanery Synod meeting in February focussed on the third area – worship. Representatives from across the Deanery spoke about different forms of worship that incorporate music to inspire potential ideas for other parishes. Information was shared about choirs, organs, orchestras, '2nd Sundays', worship services led by guitar and keyboards, family services, 'open mike' sessions, contemporary music, recorded music, intergenerational services, videos, etc. Feedback from subsequent group discussions included recommendations for the use of worship in outdoor situations and care homes, and that bellringing should also be seen as part of worship.

Items of business included thanks to Wendy Muggeridge who was standing down as Deanery Synod Secretary. Ali Adams was elected to take over the role. Jason St John Nicolle was elected to the role of Clergy Rep. The Area Dean asked for a volunteer as Deanery Treasurer. Malcolm Edge and Nigel White had accepted roles as Deanery Environmental Leads.

The second Deanery Synod meeting in June started with the re-election of Gordon Gill as Lay Chair. Revd Rebecca Peters was introduced as new Vicar of Cholsey & Moulford, and Revd Jeremy Parsons as the new Vicar of St Matthew's Harwell & All Saints' Chilton. Debbie Lord was elected as the PTO Rep to Synod. A report was received from Professor Helen King, the deanery's linked General Synod Rep.

The meeting was about sharpening our focus towards intentional mission, and led to thoughts about relationships, invitations, small group sessions, going out into the community, baptisms/marriages/funerals drawing people into church, initiatives outside of Sunday morning services, and the need for prayer and theology. It was also noted that we need to rethink our ideas of what church is, given our changing times. Our finances are set up to bring people into existing church, but mission requires us to go out. <u>This particular area of thought will be followed up at the February 2024 Synod.</u>

There was discussion about future financial planning, based on the discussions at Synod the previous April. Votes were held on The Future Financial Plan and the Share Allocation for 2024 and were carried.

The third Synod in July was focussed on the Environment, with Bishop Olivia attending as the lead speaker. It started with a video clip from the April 2023 Climate Action march in London. Bishop Olivia's keynote talk covered pollution and loss of biodiversity, and she showed a scarf knitted for the diocese with different coloured stripes showing temperatures for Reading 1863-2022, reflecting the impact of El Nino and global heating. The Church of England is aiming for net zero across all activities by 2030. Much of the problem is due to our actions, but there is still time for us to help, with the years to 2030 seen as crucial. For individuals, consume in moderation (need rather than want), recycle-reclaim-refill). Be

far-sighted and see this as a thing of faith, discipleship, duty…

The focus moved to local examples – Wallingford's Wildlife Discovery Programme, Cholsey's Forest Church, CHURN Churches Climate Action Group, the Diocese's Ecochurch programme.

Professor Helen King gave an update on her role/time at the latest General Synod.

The fourth Synod was in November. Yvonne Morris, the Discipleship Enabler for the Dorchester and Oxford Archdeaconries, gave a follow-up talk to a previous one on Children, Young People and Familes, asking 'where are we now?' post-pandemic. The Church of England intention is to double the number of active young disciples in the church by 2030. The diocese is looking at a transformational increase – from existing small numbers via a series of shifts. How will the national church enable new volunteers? (27,000 needed nationally, with 3000 new staff). We need to explore options locally with churches where there is currently no children's work, through to churches where children's work has continued from pre-Covid.

Yvonne's talk was followed by local examples of working with children and youth, eg. invitations to non-church children to decorate Christmas trees, various different styles of services in schools, the ECHO youth project, prayer spaces in the local library. This was followed by Yvonne reminding everyone that working in 1:1s or 1:2s brings excellent results: we should not be concerned about small numbers.

Revd Mark Bodeker was on sabbatical, and the Area Dean would be taking a sabbatical from April 2024. Revd Hugh Boorman had just retired from his time at the Ladygrove church (which coincided with its 30th anniversary): recruitment is for a House for Duty role. Deanery Synod members were invited to join a group discussing ideas for the Diocese's 'Youth bid' for national funding.

Outside of the meetings, a Deanery Pilgrimage took place in July.

Ali Adams, Deanery Secretary
(and All Saints' Deanery Synod Rep)

Ecumenical relationships

The church is a member of Churches Together in Didcot and District (CTDD).

For the 2023 Good Friday 'Act of Witness' we were able to meet outside Cornerstone for a successful time together, rather than at the Amphitheatre as on previous occasions.

In December, we coordinated some carols in the Orchard Centre, for the opening of the new Dunelm store, with thanks to Debbie Lord.

Andrew Jones

Safeguarding

We seek to be a church that provides a safe and secure environment for the most vulnerable in our church and in the wider community and, therefore, place major importance on the implementation of all safeguarding policies to enable this. We are working towards a vision where every member of the church sees themselves as a part of providing this environment for the most vulnerable.

DBS (Disclosure and Barring Service)

All members of the PCC have a current Enhanced DBS, in line with Church of England requirements for Parochial Church Councils sponsoring activities for adults at risk or children. Renewal is now required for all DBS certificate holders after 3 years, in line with the general practice for registered charities. During the year Revd Sasha Reeves acted as verifier (viewing applicants documents to confirm their identity) until the transfer of her curacy; we are very grateful for her work. Revd Andy Lord took over the role on a temporary basis.

A number of additional people received DBS clearance for work with children, young people and adults at risk. The clearance provider for the Diocese is Access Personal Checking Services Ltd. as recommended by the Church of England.

Safeguarding Policies and Training

The recommendations in the Safeguarding Policy are adhered to in all activities relating to safeguarding and recruitment. The PCC has an ongoing Promoting a Safer Church Action Plan which was reviewed during the year.

A copy of the Safeguarding Handbook is available in the Vicar's vestry and online. We follow its procedures for dealing with any safeguarding concern or allegation. We recognise the importance of being sensitive to any issues that may be raised and responding appropriately.

Training continues to be offered on-line, with some face-to-face, for those in the relevant roles; the highest level of training for each individual must be renewed after 3 years.

The Church of England from time to time also provides Safeguarding learning reviews arising from serious situations elsewhere.

Safeguarding issues

There were no major pastoral situations during 2023 which raised safeguarding issues.

Revd Andy Lord and the Parish Safeguarding Officer received one enquiry about an incident related to the church precincts going back to the 1990s. The PSO made discreet enquiries of those who might have some knowledge of it, with no result. Revd Andy Lord took advice from the safeguarding team at the diocese and signposted the enquirer to sources of support.

In November Rob Bennie took over from Eleanor Hards as PSO.

Eleanor Hards, outgoing Parish Safeguarding Officer

Policies

The PCC has in place a number of policies, some of which are updated each year and some every three years.

This last year we reviewed many of our policies, catching up with reviews missed during the pandemic: Risk Assessment, GDPR, Disability Access Audit, Complaints Procedure, Serious Incident Reporting, Communion Assistants, Safeguarding, Lone Working, Legacies, Reserves, Fire Risk Assessment, Health & Safety, Baptism, Working at Height, Conflict of Interest & Staff Handbook.

Administrative information

All Saints' Church is situated in Lydalls Road, Didcot. It is part of the Dorchester Episcopal Area in the Diocese of Oxford within the Church of England. The correspondence address for the church is: The Administrator, All Saints' Youth and Community Hall, Roman Place, Didcot, Oxon, OX11 7ER.

The website address is:
www.didcotallsaints.org.uk

The Didcot All Saints' Church Community Page can be found on Facebook.

PCC members who have served at any time during 2023 are:

Ex-Officio members:
Incumbent: The Revd. Dr Andy Lord
Curate (until Sept 2023): Revd Sasha Reeves
Associate Minister, GWP Church: The Revd. Mark Bodeker
Wardens: (none)
Licensed Lay Ministers: Dr Nick Hards
Deanery Synod Representative: Mrs. Alison Adams

Elected members:
Mrs Eleanor Hards
Mr Bertie Doy
Mr Andrew Jones
Mrs Julia Buckel
Mr Bruce Charles
Mrs Sandra Pickworth
Mr Rob Bennie

Deputy Church Wardens:
Mr Andrew Jones
Mr Bertie Doy

Signed:

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Revd. Dr Andy Lord

Date:

21st April 2024

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All Saints' Didcot Parochial Church Council

Annual Financial Statements 2023

as presented to the APCM in April 2024

Chair of PCC: Revd Dr Andy Lord
PCC Treasurer: Anne Phillips

Independent Examiner of Accounts:
Haines & Company
Chartered Certified Accountants and Statutory Auditors
Rear of 81 High Street,
Wallingford, Oxfordshire OX10 0BX

Consisting of the following:

Report of the Independent Examiner
Fund details for General, Hall and GWP Funds
All Fund Movement Summaries
Statement of Assets and Liabilities (SoAL)
Notes

11/04/2024

REPORT OF THE INDEPENDENT EXAMINER TO THE PAROCHIAL CHURCH COUNCIL OF DIDCOT ALL SAINTS

I report on the accounts of the Parochial Church Council for the year ended 31 December 2023 which are set out on pages 2 to 9.

Respective responsibilities of Trustees and examiner

The charity's trustees 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(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow procedures laid down in General Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of the independent examiner's report

My examination was carried out in accordance with the 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 the seeking of explanations from you as 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 statement

In connection with my examination, no matter has come to my attention:

1) which gives me reasonable cause to believe that, in any material respect, the requirements;
   - to keep accounting records in accordance with section 130 of the 2011 Act; and
   - to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act

   have not been met; or

2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

B R Haines FCCA
for and on behalf of Haines & Company
Chartered Certified Accountants and Statutory Auditors
Rear of 81 High Street
Wallingford
Oxfordshire,
OX10 0BX

All Saints' Didcot
Receipts and payments
Selected period: 01 January 2023 to 31 December 2023

Note	From To	01-Jan-23 31-Dec-23	01-Jan-22 31-Dec-22
General - General Fund (Unrestricted) Fund			
Income and endowments			
Donations and legacies			
Parish Giving Scheme		£26,413.95	£26,194.61
Stewardship Standing Orders		£4,810.00	£5,035.00
Stewardship Envelopes		£1,579.00	£2,875.00
Gift Aid Envelopes		£90.00	£615.00
Collections		£2,448.44	£1,965.96
Gift Aid Recovery		£11,910.73	£8,207.94
Donations		£5,215.24	£6,517.44
Total Donations and legacies		**£52,467.36**	**£51,410.95**
Other income			
Interest		£1,496.17	£1,304.70
PCC Fees (CofE)		£5,642.00	£9,434.00
Legacy		£16,342.24	£34,000.00
Other		£200,000.00	£17,715.50
Grants		£8,688.00	£576.00
Total Other income		**£232,168.41**	**£63,030.20**
Total Income and endowments		**£284,635.77**	**£114,441.15**
Expenditure			
Expenditure on charitable activities			
Salaries		£5,517.75	£4,333.30
Grants		£2,266.25	£2,757.69
Parish Share		£42,000.00	£50,701.86
Clergy Expenses		£16,793.62	£17,517.96
Church Running Costs		£4,358.91	£3,993.53
Photocopier		£2,463.53	£1,477.85
Honoraria		£1,050.00	£1,999.92
Utilities		£3,807.34	£2,079.76
Repairs to Building		£6,035.00	£360.00
General Repairs & Churchyard		£3,443.62	£902.92
Training & Support		£308.24	£45.00
Insurance		£3,098.79	£2,817.06
Miscellaneous		£178.00	£621.86
Total Expenditure on charitable activities		**£91,321.05**	**£89,608.71**
Total Expenditure		**£91,321.05**	**£89,608.71**
Excess of Income and endowments over Expenditure		***£193,314.72***	***£24,832.44***
Brought forward balance		£76,375.35	£85,542.91
Adjustments		-£201,000.00	-£34,000.00
Total carried forward balance		£68,690.07	£76,375.35

All Saints' Didcot
Receipts and payments
Selected period: 01 January 2023 to 31 December 2023

Note	From To	01-Jan-23 31-Dec-23	01-Jan-22 31-Dec-22
ASYCH - All Saints Youth And Community			
Income and endowments			
Income from charitable activities			
ASYCH Regular Bookings		£28,879.82	£21,301.41
ASYCH One off Bookings		£3,602.05	£3,020.63
ASYCH Deposits		£4,290.00	£3,575.00
ASYCH Other & Donations		-	£2,687.73
ASYCH Interest		£2,191.15	£429.60
Total Income from charitable activities		**£38,963.02**	**£31,014.37**
Total Income and endowments		**£38,963.02**	**£31,014.37**
Expenditure			
Expenditure on charitable activities			
ASYCH Salaries		£12,355.97	£12,135.99
ASYCH Contract Cover		£221.31	£224.56
ASYCH Utilities		£6,144.55	£4,335.58
ASYCH Insurance		£874.09	£794.54
ASYCH Phone / Internet		£827.78	£866.92
ASYCH Music licences		£744.34	£265.52
ASYCH Grounds Maintenance		£648.45	£1,875.54
ASYCH Building Maintenance		£7,110.11	£7,817.43
ASYCH General Resources		£914.42	£421.55
ASYCH Administraton Resources		£202.98	£278.10
Total Expenditure on charitable activities		**£30,044.00**	**£29,015.73**
Other expenditure			
ASYCH Deposits Returned		£3,830.00	£3,751.00
ASYCH Bookings Returned		£16.00	£415.00
Total Other expenditure		**£3,846.00**	**£4,166.00**
Total Expenditure		**£33,890.00**	**£33,181.73**
Excess of Income and endowments over Expenditure		**£5,072.52**	**-£2,167.36**
Brought forward balance		£68,515.95	£70,683.31
Adjustments		£0.00	£0.00
Total carried forward balance		£73,588.47	£68,515.95

All Saints' Didcot
Receipts and payments
Selected period: 01 January 2023 to 31 December 2023

Note	From To	01-Jan-23 31-Dec-23	01-Jan-22 31-Dec-22
GWP - GWP (Restricted) Fund			
Income and endowments			
Donations and legacies			
GWP Regular Giving		£3,097.14	£21,791.90
GWP Donations		-	£1,023.90
GWP Gift Aid		£2,217.50	£4,789.51
Total Donations and legacies		**£5,314.64**	**£27,605.31**
Other income			
GWP Other Income		£0.00	£0.00
Total Other income		**£453.56**	**£0.00**
Total Income and endowments		**£5,768.20**	**£27,605.31**
Expenditure			
Expenditure on charitable activities			
GWP Gen Admin		-	£1,588.84
GWP Telephone		-	£644.29
GWP Cost of being Church		-	£5,959.57
GWP Printing and Advertising		-	£294.13
GWP Milage and Parking		-	£447.70
GWP Equipment		-	£460.00
GWP Food for Services		-	£155.25
GWP Hire of Buildings		-	£2,150.00
GWP Activities for services		-	£121.31
GWP Grants		-	£2,800.00
GWP Activities - Summer		-	£380.50
GWP Children & Family Worker		-	£3,765.33
GWP Equipment for C&F Worker		-	£5.00
GWP Other Costs for C&F Worker		-	£337.93
GWP Café Equipment		-	£59.18
GWP Cafe Hall Hire		-	£630.00
GWP Transfer to new account		£6,873.07	£90,254.85
Total Expenditure on charitable activities		**£6,873.07**	**£110,053.88**
Total Expenditure		**£6,873.07**	**£110,053.88**
Excess of Income and endowments over Expenditure		-£1,104.87	-£82,448.57
Brought forward balance		£1,104.87	£83,553.44
Adjustments		-	-
Total carried forward balance		£0.00	£1,104.87

All Saints' Church Didcot

Fund Movements

2023

	Starting Balance	*Income*	*Transfer*	*Expenditure*	*Final Balance*
General Fund	£76,375.35	£284,635.77	-£201,000.00	£91,321.05	£68,690.07
ASYCH	£68,515.95	£38,963.02		£33,890.50	£73,588.47
Legacy Reserve	£66,352.65	£953.45	£200,000.00	£3,000.00	£264,306.10
Restricted Funds:					
GWP	£1,104.87	£5,768.20		£6,873.07	£0.00
Building	£5,195.48	£0.00		£1,445.00	£3,750.48
Churchyard	£436.51	£315.00	£1,000.00	£1,218.31	£533.20
Bell Maintenance	£478.09	£0.00		£0.00	£478.09
Service Book Replacement	£293.27	£0.00		£0.00	£293.27
Knitters and Natters	£320.00	£0.00		£0.00	£320.00
Little Saints	£112.43	£0.00		£0.00	£112.43
Choir	£614.63	£0.00		£83.50	£531.13
Flower	£0.00	£50.00		£384.66	-£334.66
TOTALS	**£219,799.23**	**£330,685.44**	£0.00	**£138,216.09**	**£412,268.58**
Overall movement over year	***£192,469.35***				

Summary of Fund Movements

Taking the Legacy and GWP movements out of the totals then the overall movement of Funds was: **-£4,379.23**

This compares with the figure for 2022 which was: -£13,224.60 *(excluding Share underpayment)*

The General Fund (usual church running costs) movement was: -£7,685.28
With the underpayment of Parish Share (£10,000) the total is: **-£17,685.28**

Fund Notes

See Notes on Page 7 for more details.

PCC Approval

These accounts have been approved by the Parochial Church Council and signed on their behalf on:

Revd Dr A Lord
Chair of All Saints' Church Didcot PCC

Date: 25/4/24

All Saints' Didcot

Statement of Assets and Liabilities (by code)
As at: 31 December 2023

Class and nominal code	General (Unrestricted)	Designated	Restricted	Endowment	Total	Last year
Current Asset - Cash At Bank And In Hand						
100: Barclays Church Account	(189,306.76)	197,829.89	7,988.36	-	16,511.49	51,233.75
110: Barclays Hall Account	(24,034.82)	41,445.17	(209.79)	-	17,200.56	31,679.32
120: Nat West Church	4,788.37	(851.80)	2,057.73	-	5,994.30	4,828.66
130: Nat West Hall	782.79	714.23	156.90	-	1,653.92	3,537.31
180: Hall Petty Cash	130.53	15.84	-	-	146.37	146.37
Total	**(207,639.89)**	**239,153.33**	**9,993.20**	**-**	**41,506.64**	**91,425.41**
Current Asset - Investments						
150: CCLA Church	261,329.96	37,699.93	(7,348.75)	-	291,681.14	69,231.52
160: CCLA Hall	15,000.00	31,935.46	-	-	46,935.46	30,781.19
170: CCLA Joyce Kneller	-	33,389.53	-	-	33,389.53	32,352.65
Total	**276,329.96**	**103,024.92**	**(7,348.75)**	**-**	**372,006.13**	**132,365.36**
Liability - Agency Accounts						
6699: Agency collections	-	-	1,244.19	-	1,244.19	3,991.54
Total	**-**	**-**	**1,244.19**	**-**	**1,244.19**	**3,991.54**
Net total assets	**68,690.07**	**342,178.25**	**1,400.26**	**-**	**412,268.58**	**219,799.23**
Represented by						
General (Unrestricted)	68,690.07	-	-	-	68,690.07	76,375.35
Designated - ASYCH	-	73,588.47	-	-	73,588.47	68,515.95
Designated - Build	-	3,750.48	-	-	3,750.48	5,195.48
Designated - Churchyard	-	533.20	-	-	533.20	436.51
Designated - Legacies -	-	264,306.10	-	-	264,306.10	66,352.65
Restricted - Bell	-	-	478.09	-	478.09	478.09
Restricted - Choir	-	-	531.13	-	531.13	614.63
Restricted - Flower	-	-	(334.66)	-	(334.66)	-
Restricted - GWP	-	-	-	-	-	1,104.87
Restricted - Knitters	-	-	320.00	-	320.00	320.00
Restricted - Little	-	-	112.43	-	112.43	112.43
Restricted - Service	-	-	293.27	-	293.27	293.27
Total	**68,690.07**	**342,178.25**	**1,400.26**	**-**	**412,268.58**	**219,799.23**

Schedule of Assets and Liabilities (SoAL) 2023

Gift Aid

Amount due from HMRC	£555.18

All Saints' Youth & Community Hall

Tangible fixed assets of Hall with its Fixtures and Fittings

Initial Value	£525,991.19
Additions	£0.00
Disposals	£0.00
Accumulated Depreciation	£104,986.52
Depreciation in year	£10,519.83
Net Book Value	**£410,484.84**

Agency Fees

The following Agency fees have been paid this year or remain to be paid next year

	Opening Balance	*Debit (paid)*	*Credit (received)*	*Balance to pay*
Occasional Offices				
Staff costs	-£913.00	£3,350.00	£2,653.00	-£216.00
Oxford DBF	-£2,334.00	£4,616.00	£3,093.00	-£811.00
Grants				
Novi Most	£0.00	£150.10	**£150.10**	£0.00
Homeless Oxfordshire	-£294.26	£294.26	**£198.60**	-£198.60
Asylum Welcome	£0.00	£0.00	**£198.59**	-£198.59
Didcot Refugee Charity	-£294.28	**£294.28**	£0.00	£0.00

Grants to Charities

The following were paid by cheque or BACS:

TRAIN	**£2,000.00**

Money Collected for Christian Aid

The following was collected and passed on to Christian Aid from All Saints' as part of wider collections

Christian Aid Week	**£195.00**
Christian Aid Sponsored Walk	**£331.25**

Notes to the Financial Statements 2023

We continue to use the Data Developments Software to record our accounts using the Payments & Receipts model.

Fund Updates

Details records are presented in these accounts for our General and Hall (ASYCH) Funds with totals for the other Funds. For these funds the following are worth noting for 2023

• The Building Fund was used to pay for the repairs to the Stained Glass Window for which insurance money covered the window but not the new protective mesh.

• We have started the process of repairing the Lych Gate, in line with the Quinquennial report. Money has been generously given for this and the initial Structural Engineers report costs of £240 are recorded under the Churchyard Fund. The Churchyard Fund received no other income this year apart from a transfer of £1,000 from the General Fund.

• The Great Western Park (GWP) Fund has been transferred to GWP Church so the final Fund total is now zero. This was possible once those who gave to GWP via All Saints' had transferred their payments across to be direct to GWP.

• Two initial payments totalling £200,000 from a very generous donation, kept in our Legacy Reserve Fund. This was given for general use by All Saints' but with a list of wishes as to how it would be spent, notably not on the general running costs of All Saints'. The Legacy Reserve Fund is an unrestricted Fund that is a Reserve to the General Fund. It enables All Saints' to keep easy and transparent track of spending from money given as legacies.

• Legacy money has been used to purchase a new PA System for the church for which there are £3,000 costs in 2023.

• The Flower Fund received a donation of £50 with total costs of £384.66 which leaves it with a negative balance. Usually this is topped up from the General Fund. • There has been no income into the Choir Fund but spending of £83.50.

• No money has been spent from the Bell Maintenance, the Service Book Replacement, the Knitters & Natters nor the Little Saints Funds.

CCLA Funds

We have three Church of England Deposit Fund accounts with the CCLA that provide a good rate of interest. These are:

• Church

• ASYCH (Hall)

• Joyce Kneller Bequest We are seeking in 2024 to apply for an additional CCLA Deposit Fund to more clearly distinguish the General Fund and the Legacy Reserve Fund money that are currently both stored in the Church CCLA Deposit Fund. Interest from the ASYCH Deposit Fund is accounted as part of the ASYCH Fund; interest from the Joyce Kneller Deposit Fund is accounted as part of the Legacy Reserve Fund; interest from the Church Deposit Fund is split between the General and Legacy Reserve Funds.

Agencies

The Data Developments software handles Agencies as money that passes through our accounts but is given for the purpose of the Agency and therefore does not appear on the Fund summary. This covers Occasional Office costs and also the special collections for charities. Separate details are given as part of the SoAL.

Parish Share

The Parish Share for parishes in the deanery are calculated using the Diocesan Share Formula, capped to limit yearly changes after a new formula was introduced. All Saints' PCC aims to pay the Share out of its general running costs (the General Fund) and so has, with sadness, made the decision to pay £10,000 less than the figure asked for in 2023 and 2024. We do have finances in the General Fund that allows us to run this fund at a loss, as have been the case for a number of years. We need to keep losses manageable as we have less than 9 years left of money in the Fund to cover the current yearly losses of £7,748. This will have an impact on our ability to retain a full-time minister in the future and so remains a challenge. 7

ASYCH Deposits

The ASYCH Fund Report clarifies how much income and expenditure there were on deposits for Hall bookings and returned booking fees (eg for those bookings cancelled within the time limit). Deposits to be repaid next year (ASYCH Deposits – ASYCH Deposits Returned) = £460

Paid Staff

All Saints' employs an administrator / treasurer and a Hall cleaner. Contractors are paid for specific tasks that maintain our buildings and grounds. One of our contractors is a trustee of All Saints' and is employed on the basis of their skills. During 2023 an honorarium was paid to our Director of Music.

Significant Receipts and Payments Outstanding

The following will come under the 2024 accounts:

Control Sound	£3,036	New PA System remaining balance
Oxford DBF	£811	Occasional Office Fees
Lych Gate		Paid for by generous donation

REPORT OF THE INDEPENDENT EXAMINER TO THE PAROCHIAL CHURCH COUNCIL OF DIDCOT ALL SAINTS

I report on the accounts of the Parochial Church Council for the year ended 31 December 2023 which are set out on pages 2 to 9.

Respective responsibilities of Trustees and examiner

The charity's trustees 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(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:
- examine the accounts under section 145 of the 2011 Act;
- to follow procedures laid down in General Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of the independent examiner's report

My examination was carried out in accordance with the 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 the seeking of explanations from you as 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.

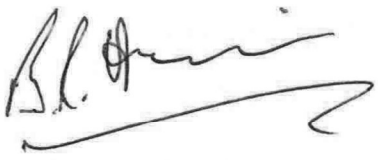
Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1) which gives me reasonable cause to believe that, in any material respect, the requirements;
   - to keep accounting records in accordance with section 130 of the 2011 Act; and
   - to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act

   have not been met; or

2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



B R Haines FCCA
for and on behalf of Haines & Company
Chartered Certified Accountants and Statutory Auditors
Rear of 81 High Street
Wallingford
Oxfordshire,
OX10 0BX

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ALL SAINTS' DIDCOT

England & Wales - Charity number 1180992

Accounts

2022

Annual Report of the PCC

Didcot All Saints' Church

Prepared for All Saints' APCM

April 2023

Introduction

Open to God

Open to Everyone

Open to Change

This report provides a reflection of life at All Saints' and outlines the wonderful activities that all its members undertake in order to sustain our life of faith, prayer and fellowship. We extend a heartfelt thank you to everyone who makes All Saints' a warm and welcoming community.

All Saints' Parochial Church Council (PCC) has the responsibility for working with the incumbent, Revd Dr Andy Lord, in promoting the whole mission of the church: pastoral, evangelistic, social and ecumenical. The PCC also has responsibility for maintaining the church of Didcot All Saints', the churchyard and the Youth and Community Hall.

Objectives and Activities

The PCC is committed to enabling as many people as possible to worship at our church and to become part of our parish community at All Saints'. The PCC maintains an overview of worship throughout the parish and, through our Mission Action Plan, aims to witness to the love of God within the local community and the wider world. Our services and worship put faith into practice through prayer and scripture, music and sacrament. When planning our activities for the year, we have considered the Charity Commission's guidance on public benefit and, in particular, the supplementary guidance on charities for the advancement of religion. In particular, we try to enable everyone to live out their faith as part of our parish community through:

- Worship and prayer; learning about the gospel and encountering God.
- Provision of pastoral care for people living in the parish.
- Missionary and outreach work.

Overview

This introduction provides a brief overview of the year and more detail can be found under separate headings in the following pages.

Following two years of pandemic lockdowns there was a hope that a "new normal" would be established in 2022 but All Saints' has like everywhere else been subject to the effects of world events. We have also had to find new ways of doing things as key members of the congregation have moved away. We started Second Sunday, once a month from February and this attracts people who are not members of our Sunday morning service.

The huge increase in fuel costs during the year led the PCC to review the pattern of services to make best use of resources. The Tuesday morning service was changed to twice a month. The time period for running the heating before services was also reviewed. The PCC recognised with regret that for some members of the congregation the church building was now too cold but the alternative was to eat even further into reserves.

One positive legacy of the pandemic was that most services continued to be streamed so they were more widely accessible.

During the year we were very sorry to lose our Treasurer Sue Scane who undertook the role for a number of years. It proved impossible to recruit a volunteer with the same skills so we had to buy in an accountancy package and employ a part-time Treasurer.

During the year we were pleased to see the developing ministry of our curate Revd Sasha Reeves who was ordained priest in June. She co-led a Living in Love and Faith course which was valued by participants though attendance was small, partly because some members of the congregation had previously joined the course at Great Western Park.

Other groups which met regularly were Young at Heart, Natter Knitters and Quiet Space. These provided a valuable opportunity for people to get to know and support each other better. Leading these groups and providing transport is a big commitment and All Saints' is fortunate to have individuals prepared to serve in this way.

All Saints' has continued to be responsible for the legal overview of Great Western Park Church, which is designated as a Fresh Expression of Church. The church became a Conventional District in January 2021 and is gradually taking over various responsibilities from All Saints', which should be completed in 2023. Hence there is no longer a GWP report at our APCM. We continue to have positive links and Sasha was on placement there from November.

Volunteers

We would like to thank all the volunteers who work so hard to ensure the smooth running of our church – its services, community outreach, the building itself, the hall and the churchyard. In particular we would like to mention our churchwardens, Brenda Andrews and Tim Scane (part of the year) and former Treasurer Sue Scane.

Achievements and Performance

Throughout 2022, the church community continued to build on the vision set out in the Mission Action Plan, reflected in our PCC subgroups. The four areas of focus are:

- Worship, prayer and faith development
- Mission and outreach
- Sustaining the work of the church
- Maintenance and development of the church buildings and environment

Worship, prayer and faith development

Last year we celebrated 10 baptisms (4 infants and 6 of children aged 1-4) and 9 weddings. In addition, we provided 20 funerals of which 18 were held in church, as well as 9 committals.

The Electoral Roll, as presented to the 2022 Annual Parochial Church Meeting, contained 68 members.

On average we had 39 people attending our normal Sunday morning services and 22 our Second Sunday services.

Music

We are extremely grateful to Paul Hedley, our Director of Music, for all he has done to sustain the musical life of the church through this last year. The choir is much appreciated in leading our Sunday morning worship and at special services. His report is to come.

Prayer

Quiet Space

We are thankful for Lottie & Peter Sumner keeping Quiet Space going through the pandemic. Towards the end of the year those involved have decided to experiment with each person leading a session in the Hall. It has been good to enter into different approaches to prayer and we are grateful to those involved.

The Healing Group

The Healing Group has continued in the Hall when possible or often via online updates and private prayer. The loss of Stuart Roberts has been keenly felt and we are grateful for Jennifer taking over.

Faith development

A small group met to watch and discuss some of the Living in Love and Faith materials, on issues of sexuality and marriage. This is to be discussed at the Church of England General Synod next year.

Fellowship groups

Natter Knitters

Thanks to Madeleine for co-ordinating this group through the year. It was so special to have two poppy banners this year for Remembrance Sunday.

Young at Heart

The Young at Heart continue to meet together, in the Kneller Room at the Church Hall, on the second Monday afternoon of every month.

There is always much to talk and laugh about as members share their worries and their joys

We celebrated Christmas with a delicious afternoon tea, and we are looking forward to celebrating the coronation of King Charles the Third!

Betty Kendrick

Flowers

Madeleine has brought together a wonderful group of people who work on the flowers in church, with special extras for Christmas and Easter. She excelled herself as she moved to retire at the end of the year. We are grateful for all that is given.

Sunday School

It has sadly been difficult to restart Sunday School after the pandemic. Initially the restrictions limited the options and then we have been unable to have enough volunteers. The numbers of children in church on Sunday mornings continues to be variable. Gail Hedley kindly made up some activity bags for the children's area. Second Sunday attracts families as well as older people. We continue to keep our provision under review.

Mission and outreach

Over the year, the Mission and Outreach Sub-committee continued it focus on:

- Mission in the community.
- Mission exploring faith.
- Mission in the world.

In addressing mission in the world, we had to live with the reality of the financial challenges facing All Saints'. We continued to provide financial support to the TRAIN youth work project but not to other charities as we have in the past.

This year the money given in our Christmas collections were donated to Didcot Refugee Support Group and Homeless Oxfordshire. Throughout the year we supported many missions and charities in prayer. We had a speaker from Ripple Effect in October who was well received and inspired a cake sale organised by Adam on a further Sunday.

The sub-committee would be delighted to welcome new members willing to engage with the work it does.

Schools

Our involvement in schools has been more limited since the start of the pandemic. At Manor School the links that were starting to flourish before the pandemic have been picked up slowly over this year. It is a great school and relationships are very positive. We have celebrated some of the festivals including classes in church for Christmas. Ministers have been able to join in with events for the Queen's

Platinum Jubilee and an open evening for parents.

Bell Ringing

With three ringers (Bertie Doy, Andrew Jones and Peter Jones), we have continued ringing for occasional offices and special occasions as people's availability allowed.

The Meadows

Andy has been visiting the Meadows Care Home every month through the year, marking the seasons with services of hymns and readings which the residents have taken part in. Ministers have also visited individuals in their rooms when requested. This is a lovely community of appreciative people who are a delight to share life and worship with.

Christian Aid

Christian Aid Week 2022: In the whole district, £181.25 including Gift Aid was raised through e-envelopes, £650 for Christian Aid in Upton, and £20 other donations. With £1,803 from Chilton's plant sale

Christian Aid Sponsored Walk in October: In the whole district, £954.50 was raised, with £396 from All Saints', £558.50 from other Churches, all including Gift Aid.

Didcot Garden Town

In April Andy was appointed Area Dean for Wallingford and this role includes some of what was included in his previous role as Bishops' Advisor for Didcot Garden Town. There have been meetings through the year to gather ministers and wardens together to reflect and pray.

The Didcot Garden Town Delivery Plan was revised during the year with a focus on "providing community benefits, a retail recovery strategy, encourage healthy lifestyles and help to tackle climate change."

2nd Sundays

We recently celebrated the 1st Birthday of 2nd Sundays, and looking back through this last year there is so much to thank God for. 2nd Sundays was 'planted' in February 2022 as an all-age creative *Fresh Expression*, meeting monthly on a Sunday afternoon. It was a step of faith that had been really prayed about. It felt right to take this step after lots of responses to loving missional outreaches during the pandemic lockdowns. Together with Sasha and Matt, activities around a theme were planned for and we advertised on social media, through Manor School, the Barracks, and in-person contact.

Through this first year we have welcomed many visitors and explored topics such as 'Jesus in the boat', the Easter story, 'Invitation to God's party', 'Pentecost: When the wind blew', 'The calling of the 1st disciples', 'Harvest- the feeding of the 5000, and breadmaking!'

2nd Sundays has a soft start, with themed activities and games around the church building, or outside in warmer times! Games have often included a large version of Connect 4, Skittles, and Giant Jenga. After about 40 minutes we gather with percussion and songs, share time listening to a Bible reading, thought for the day and prayer, before enjoying delicious refreshments. Many people have contributed to these times. In particular, thanks to Harry who reads Bibles stories for us with great enthusiasm, Dave Ralston and Robin Loynes who help Andy re-arrange the building and put things away, Nick who has often shared interesting local stories, Etta and Margaret who have served refreshments and been a friendly presence, and Rob Armitage who has also helped us.

Alongside this, there have been some special events to connect with significant national occasions: **In May** we prepared hats and decorations at 2nd Sundays for the Platinum Jubilee. This was celebrated with many others from All Saints and the local community, at a gorgeous *Jubilee Celebration Cream Tea* on June 5th in the church grounds. There was also a *Mini Olympics* on the field for the keenest! The activities were devised and led by the amazing Bruce Charles, with superb team input from Julia and Paul Buckel, Jackie, and Ali Goodall. Our thanks go also to all our other helpers that beautiful day- Andrew Jones, Peter Lord, Rev Josie Midwinter, those who baked or provided any form of refreshments, and to Ali Adams for her organising in the kitchen. We enjoyed hearing Brenda play tunes for us on the organ, and church was so colourful for the tea, so thanks go to everyone involved with this. It was so much appreciated by many people from the local community: All Saints is a place of welcome.

In September, as the nation mourned the death of Queen Elizabeth, 2nd Sundays had a commemorative session. Those who came joined in with a time to remember her, and give thanks for her life of faith and service. Some shared memories from her Coronation Day, which they recalled watching on small TV screens. There was also the opportunity to plant a mustard seed and think about Jesus' parable where the seed grew into a huge tree. This was, along with the shared memories and songs a very moving time. As we prayed, people were being blessed by God.

In November 2nd Sundays joined in with another national event, *Remembrance Day*. We went to the town parades and service together, and then shared refreshments back at church. It was good to join in with the wider community, and some visitors came back with us. For many, times to be together like this are part of the appeal of 2nd Sundays. They help us to are connect life and faith.

In December many of us gave of our time and energies at the *Community Christmas Songs and Carols* event. This had been due to be outdoors, but it was so cold that the event was moved indoors, much to everyone's relief! The atmosphere was joyful and friendly. There were many visitors, with adults and children from 2nd Sundays and the wider church and community contributing. Maybe you recall mulled wine and spiced apple juice being served at the entrance?! This was thanks to a generous donation. We also want to extend huge thanks to Jen who once again provided an astonishingly beautiful light display inside church, and shepherds lanterns down the pathway. Key helpers included those setting up- Rob, Louise, Rob, Dawn, Anthony, Andrew, Andy, Robin and Dave with yet more people like Nick and Julia sending items we could use. There was a wonderful team of helpers serving more drinks and edibles, including Sandra, Dawn, Madeleine, Etta , Margaret, Betty, Clare, Pat, Daphne. We sang our way through many a Christmas Song and Carol, and heard poetry read by Rob, solos and special items from Aurabella, Rocha, Louise, Simeon, Anthony, Debbie, and the 2nd Sundays Singing group. And at the end of it all we enjoyed an impromptu performance of 'Old Macdonald' by one of our youngest friends!! The amazing team work and sense of joining together for a Christmas Community celebration was wonderful. This was the first time since 2019 that events like this could happen, which made it profoundly special.

A couple of weeks later, **on Christmas Eve**, children and adults from 2nd Sundays led the *Crib service*, with songs, storytelling and even dancing! It was great to remember the birth of Jesus together, to share in songs and prayers welcoming Him in our midst.

And as I reflect on the many ways that God is drawing people of all ages together to discover that we are loved by Him, that our gifts can serve his purposes in building community and sharing kindness, I am so grateful for it all. Last Easter Sunday morning there was a moment when we were surprised- the church door opened and many children and adults arrived in! We watched and listened as the children helped us to hear again the true story of Jesus rising to life. And my prayer is

that we would continue to be open to the surprises of God, to learn more about Him and feel the love and warmth of His Spirit as we journey on together.

Revd Debbie Lord

Sustaining the work of All Saints'

All Saints' Church General Fund (Unrestricted)

Income

The total income to the general fund was £114,441.15 of which £34,104.61 was from planned voluntary donations, down about £7,000 on last year. £8,207.94 was from Gift Aid Recovery which has been less than the previous year as there has been technical issues with HMRC website. This is being resolved allowing claims to be resumed.

A grant of £576.00 was received from the Oxford Diocese Board towards the increase cost of Gas and Electricity.

£15,540.00 grant received relating to the curates housing, this is offset by the rental expenditure.

£517.00 was received, this was VAT reclaimed for the purchase of a Church Bell Turner Ladder.

Bank Interest has improved significantly since the increase of interest rates.

Two generous legacy donations had been left to the church totalling £34,000.

Expenditure

The expenditure total is £89,608.71, this is a slight increase from the previous year. The finish of the Furlough scheme has increased the salary expenditure this year, also grants giving support during the Pandemic have now stopped. The Parish share has a minor increase of 2.42%. Also

training and support has new ongoing costs for the new accounting software package.

Grants given to charities total £2,757.69.

A surplus of £24,832.44 was achieved for this year, however without the legacy monies this would have resulted in £9,167.56 deficit. The overall deficit over all Funds excluding legacies and GWP was £13,224.60.

The Youth and Community Hall Fund

Income

Total income received was £31,014.37 this is much improved from the previous year, last year would have seen significant disruption from COVID during the first half of the year. This year the grant from South Oxfordshire District Council was also reduced.

Expenditure

The expenditure totals £33,181.73, this is an increase from the previous year, this again was down to the general disruption of COVID during 2021. Last year's costs were lower with the closure of hall for part of the year.

Salaries have increased as a result of the Furlough scheme now stopped in July 2021, increased utilities costs plus the repairs to the boiler system which have totalled £6,510.00 this year.

A deficit of £2,167.36 is noted for this year, repairs have been a major part of the expenditure along with increased gas/electricity prices and upkeep of the grounds which had been negligible due to closure of the hall in 2021.

Note: Funds should be built up so any major expenditure can be planned for.

Great Western Park Church Fund

This fund was transferred to the Great Western Church in September. We still are receiving some donations but this will go direct to GWP church in the future. We hope to close this fund during 2023.

Reserves Policy

The balance at the end of year for the Barclays and NatWest accounts is £91,425.41 less liabilities of £3,991.54 = £87,433,87

The balance at the end of year for CCLA Investment Fund is £132,365.36

Total Net Assets = £219,799.23

It is the PCC policy to try to maintain a balance of reserves to smooth out with fluctuations in cash flow to meet any emergencies that could arise.

It is our policy to invest the short-term investment fund balances with the CCLA Church of England Deposit Fund.

The Independent Examiner is Haines and Co. of Wallingford. The PCC's accounts are held with Barclays and NatWest Bank and also CCLA Investment Fund.

We are grateful for the help of Malcolm Edge in preparing the End of Year financial statements.

Sharon Hickman, Treasurer

Maintaining and developing the church building and churchyard

The Maintenance and Development Committee continues to look after the fabric of the church building and churchyards, alongside the Church Wardens. Thanks to Brenda Andrews and Julia Buckel for the following reports.

Church

The church building is in generally good repair and various jobs have been done during the last 5 years since the quinquennial report in 2018. There is some outstanding lime mortar and render work and it has been a problem getting a contractor especially during the pandemic. At this stage we are waiting to see if any further work is required by the new quinquennial report and will add these to the list of required works.

There are always regular maintenance tasks such as clearing galleys, drains and guttering which are completed by the churchyard working party / committee.

There was a small leak in the kitchen roof during a particularly heavy storm and despite numerous attempts to track the source, none has been found and it does not appear to have leaked since.

Bell Tower Ladder

After gaining all our various permissions from the Diocese for the replacement of the old wooden vertical bell tower ladder, we installed a custom-built aluminum replacement in March 2022. This pivots at the top and then drops down so it can be used as a standard ladder. After use it returns to the upright position with a locking panel on the lower rungs to stop unauthorized use. We have also upgraded the hand holds within the bell loft. These works make access to the bell tower loft safe and conform to the relevant guidelines for ladder access.

Whites of Appleby also completed their biennial maintenance to the bells this year.

Other Church Repairs

We had some repairs to the organ completed in May as the main switch had a fault. This was replaced and the organ tuned at the same time.

During the summer we had an attempted burglary and one of the stained glass windows was damaged. We have received 2 quotes to repair this damage along with replacing the bent metal grills on the exterior. These quotes along with our faculty application are with the Diocese for a decision. Once that comes through we

will be able to get this repair work completed. Apparently this isn't the first time this sort of damage has occurred at All Saints sadly.

Churchyard

Some repairs to the stone walls around the churchyard have been done although repairs to other walls are required. Again we will wait for the new quinquennial report to see what other work is required.

Memorial gates to the new churchyard - One of the memorial gates has been removed due to large cracks and blockwork movement in the wall that supports the gate. Ongoing work to fix the wall and repair part of the gate will continue next year.

New cremations area - Several landscaping companies have been approached but not responded with quotes. This work is ongoing and has been slow to progress due to lack of time available. This will be tackled in 2023 by approaching different local companies for quotes.

A kind offer of a bench for the new churchyard in memory of Richard Bettison has been received and work is in progress to allocate a suitable location and approve the style and material of the bench in line with diocesan regulations.

Churchyard Working Party

Our small band of dedicated volunteers have continued to do sterling work around the churchyard, meeting on the first and generally third Saturdays of the month, 10am - 1pm.

As always, much of our time is spent on mowing and tidying the churchyards as well as the field. It's been really encouraging to see the field being used as a venue for church events throughout the year and so we endeavour to keep the grass in good order. We have continued to leave an area of long grass and wildflowers around the perimeter of the field for wildlife. There have been many positive comments especially when the cow parsley is in full flower.

Our bulb-planting project was completed in January - planting daffodil and narcissus in the front churchyard and it was lovely to see the welcoming colour appear in spring. It is our hope to plant more more in the future.

The front, west (side) and north (back) churchyards were finally formally 'closed' during the year, after a considerable amount of work done by Andy Lord. In terms of mowing and strimming, this is now the responsibility of SODC (although the churchyard working party will give additional support for particular events such as weddings).

The long drought during the hottest summer in many years meant the grass didn't grow as much as usual. The biggest positive effect of this was that it gave us time for our ongoing work to level the ground in the new churchyard. During our day-long Big Tidy Up in July (in 32°C) we were able to move a lot of surplus soil to fill many of the dips that develop over the years. It was too hot and dry to seed with grass so this is ongoing.

During the summer we also embarked on our project to remove grave edgings

and chippings in the new churchyard that had been built on graves without permission. Signs were placed giving notice that remedial work would start in January 2023 to remove the edgings and chippings but giving the families the opportunity to remove the material themselves. This was met with a small amount of resistance but mostly with understanding, for our need to bring the churchyard back in line with Diocesan rules and for safe maintenance. Manoeuvring around edged graves with a heavy mower is particularly tricky and it is easy to trip. Access to some graves had been restricted due to the proximity of edgings to other headstones, and the mowers sustain damage especially when the grass is longer and obstacles cannot be seen. Loose chippings on some graves are a severe hazard as they tend to fly up if caught in the mower. Work is ongoing for this maintenance project and will take a couple of years to complete - the next phase will be the removal of grave 'gardens'.

Our Big Tidy Up day was well attended despite the extreme heat and gave us the opportunity to tackle the boundary hedges and clumps of laurel as well as cutting back ivy and some strimming, especially in the cremations area which is difficult to keep tidy.

We are grateful to Steve for building us a new tap for watering cans in the new churchyard and to Andrew for sorting out the water supply. The old tap had been capped off years ago after suffering vandalism and this new one is encased to make it difficult to damage.

We continue to keep spending to an absolute minimum. Our biggest expense is the servicing of mowers and some are getting quite rusty and battered so we may need to replace those in the near future. If anyone has welding skills for some repair work we'd love to hear from you.

We are very grateful to Colin Campbell from Wallingford & Didcot Rotary Club who gave us three Rowan trees as part of the club's 'Rota-Trees for the Jubilee' project. It is planned to plant them in the winter.

We're always in need of volunteers so if you have any time, even if not a regular commitment please contact the working party.

All Saints' Youth and Community Hall

Life at the Hall returned to normal during 2022 following the pandemic and was open the whole year for all types of groups.

Regarding practical matters, decorating was skipped in 2022 due to reduced wear and tear during the previous 2 years. New cracks appeared in many locations during the year and in November we requested a visit from our regular structural engineers (Price and Myers) to check it was nothing serious.

We were assured that there was no danger of the building collapsing but unlike previous visits it was clear many of the floors seems to have moved slightly which might damage the underfloor heating pipes in future.

The previous company who serviced the GSHP system no longer had any qualified staff, so we started to use Heelas Heating (approved Worcester Bosch service engineers) for servicing and repairs. They rectified many issues with the system as originally installed, including the addition of a buffer tank which, it appears, should have been part of the original design. This improved matters somewhat (at substantial cost) although by the end of the year the office would still not hold the correct temperature. The fire extinguishers contract with Chubb came to an end and we are investigating using Red Box as suppliers instead.

On the Financial side Hirings returned to almost pre-pandemic levels and a substantial weekly Sunday booking from RCCG (Redeemed Christian Church of God) has been most welcome. However, the heating system changes and repairs were the main reason for the small (£2.5k) deficit at the end of the year, although the amount we would pay in January 2023 for heating the Hall in November and December was still not clear. We believe things will hold steady in 2023 despite rising energy costs, partially due to an increase in hire charges.

The original supplier of the Guest wifi access system is no longer in business, however, the equipment they supplied in the past is still working for the moment but that could change at any time.

Occasional updating of the Terms and Conditions continued during 2022 but apart from that no major changes were required.

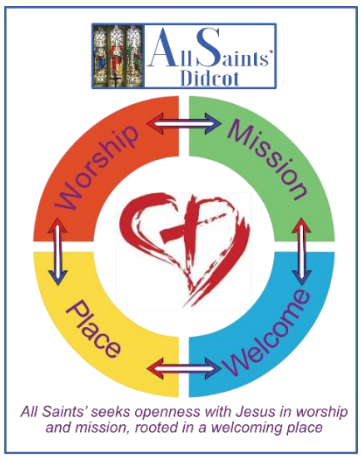
Anne Phillips remains as Hall Administrator and we are grateful for her commitment. Nicky Tarling is still employed as the cleaner. The Scouts cleared their former store cupboard and the committee looked at the possibility of hiring it by the week or month as an office (with Internet access and kitchen access).

As usual we would like to thank all the members of the committee for their hard work and support throughout 2022.

Vicar's Report

We have enjoyed a year without the ever-changing Covid guidance and restrictions! yet we have needed to be aware that Covid has not gone away and that many people face continued medical challenges. The impact of the pandemic continues to shape our church and community as people rightly re-evaluate their commitments; we have also seen increased financial pressures which stretch us all; and like most churches and voluntary organisations we continue with less voluntary time available than before. I am grateful for all those whose generosity in their time, caring, gifts and finances enable us to continue to worship and serve the community in Didcot.

I continue to find encouragement and inspiration in John's Gospel. The familiar story of the feeding of the 5,000 reminds us that with Jesus it is possible to look on a small packup of 5 loaves of bread and 2 fish and see enough for everyone (John 6). Sometimes we look at our resources and keep counting them up, rearranging them, worrying over them as we see the greater needs… but are reminded of Jesus alongside, being thankful for all that we do have, and in faith offering care and love to those around despite our anxieties. We may not have all we want but Jesus is the "bread of life" who brings heavenly grace. At our weekly Communion services, we open our empty hands to receive afresh at the cross – a symbol of lives empty and open to the grace of the Holy Spirit of God refreshing and nourishing us each day.



This simple heart of faith is at the centre of our life together and shapes how we live, worship and reach out. I was looking again at how this symbol was there in the vision process before the pandemic (which now seems a lifetime ago!). I am grateful for all who have kept our worship full of life, to our ministers, choir, readers, intercessions, wardens & deputies, sidespeople, refreshment organisers… we are a beloved community of faith and life. Streaming many of our services has been a real blessing to those unable to make it and those on the fringe of our church life. It has been good to have a group looking at the Living in Love and Faith materials this year, alongside the wider Church of England discussions, as we seek positive ways forward. We have also explored different forms of Quiet Space towards the end of the year.

We have continued to have a heart for the community with Debbie writing above about Second Sundays; Ali involved in the team at Didcot Community Partnership; Madeline with those at Natter Knitters; Betty at Young at Heart; and many involved in other aspects of our community life. All Saints' remains a special place with many visiting our churchyards and services. We remain grateful for our

Churchyard Working Party (always in need of more volunteers!) and are thankful that South Oxfordshire District Council have taken over maintenance of the older churchyards. We offered a welcome this year to people marking the Queen's Platinum Jubilee with a wonderful party in and around church, and later to those commemorating her death with prayers and remembrance.

It was great to celebrate Sasha's ordination as a priest in July and see her preside at Holy Communion. We continue to be greatly blessed with our Community Minister Debbie, Church Wardens Brenda and Tim and Director of Music Paul Hedley. Clare Hamer has stepped down as Sacristan but we are grateful for her continuing to order materials. We have seen a number of people move on during 2022 and we are grateful for Sue & Tim and Peter & Lottie who have given so much in different roles at All Saints': Sue as Treasurer, Tim as Church Warden, Licenced Lay Minister and Sunday School leader here until August, and Peter as PCC Secretary until April. We pray for God's blessings as they are now involved in other churches in the area. It has been good to welcome Sharon as (paid) Treasurer as we have transitioned to a new system. Also thanks to Jennifer for taking over the readers and intercessions rotas.

Our hearts have gone out to those who have struggled with illness and those who have died this last year – Aileen Mackenzie, Andrew Gore, Stuart Roberts and others. Many continue to live with deep health challenges, and we ask for the "daily bread" that they need.

I was appointed Area Dean in April 2022 which added new responsibilities into my diary and I am grateful for the support of All Saints' as I've adjusted to these. This role incorporates some of my previous role as Bishops' Advisor. It has been encouraging and challenging to be alongside other churches going through an interregnum and to ponder the financial pressures across the deanery. All Saints' hosted the annual Archdeacon's Visitation as well as a visit from Bishop Steven Croft, Bishop of Oxford, for worship at the start of his visit to the Deanery.

Thank you for all your support and care for us as a family which means so much. Together and with Christ we have known the grace and comfort of the Holy Spirit. We look forward to what the next year holds for us all!

Andy Lord, Priest-in-Charge

Curate's Report

2022 was a rich and exciting year for me within ministry, both here at All Saints' and within Didcot. There were lots of new opportunities to engage with, learning to be had and the building of relationships at All Saints' and across Didcot. It has been great to see God at work and to join in.

Perhaps one of the biggest highlights came in June when I was priested at Dorchester Abbey. It was a wonderful service and special to have Andy and Debbie pray with Bishop Gavin for the Holy Spirit's anointing during the ordination. Presiding at my first Holy Communion shortly after was incredibly moving, seeing the support of many of you there and being able to pick prayers and hymns that had been formative within my calling to ordained ministry. My ordination allowed me to take home Communions to church members, an important and special ministry. I also had the joy of presiding on Christmas morning on placement at Great Western Park Church (GWPC), a first for me and a reminder of God's call. With this ordination, has come the opportunity to conduct my first wedding and baptism services which have been a real privilege to be involved with.

'Second Sundays' launched in February, and it was wonderful to be involved with it until the autumn, getting to know the families and individuals, helping Debbie plan the activities and sharing something of God's love with those who came. God is clearly at work and it's exciting to see what he has in store. Continuing with the theme of community, we celebrated the late Queen's platinum jubilee with cream teas in church, a quiz and music. Seeing the church so packed, a buzz of activity and friends of old being reunited was quite special.

There have been many other church activities, services, and festivals which I've been able to be part of or come along and experience this past year. Although I can't mention them all, I'd like to share about the 'Pastoral Principles' sermon series that we engaged with during lent and which the 'Living in love and faith' course then followed. Engaging with themes of inclusion and the welcome of all of God's people is of importance and it was good to have a space for conversations to be had and to share our theologies within a framework of mutual listening.

This year I have continued with coordinating the ministry to Alma Barn Lodge Care home offering Holy Communion services twice a month in partnership with ministers at GWPC and St. Matthew's in Harwell. This has been a particular highlight of mine, getting to know the staff and residents and sharing the love of Christ. We enjoy a good sing songs to popular hymns too which always puts smiles on faces. The 'Didcot in Prayer Group' (formerly Ecumenical Prayer Group) which I lead

has been an encouragement to gather together each month to pray for the people, places and churches within Didcot. We have seen many prayers answers and enjoyed 2 prayer walks around both the North-eastern Ladygrove Estate and Southern GWP estate, both on rather blustery days!

Within my curacy is a focus on reaching out to new housing, particularly focusing on what will be Valley Park. In light of that, I was able to take a course in the autumn term with the 'New Housing Hub' titled 'Missionally engaging with your local community' which proved both thought-provoking and encouraging to hear of other Christian's engagement with new estates and encourage one another in our work. This led to a 3-month placement with GWPC where I was able to engage in community activities, the community café, the many Christmas events and services and the opportunity to lead a 'Newcomers Group' for those who had recently joined the church. This was alongside the usual preaching, leading, occasional offices and pastoral work too. There was much to learn and reflect on as a result of this placement.

In addition to my engagements at All Saints' and Didcot, my curacy training requires me to attend training days and write theological reflections and reports. This past year I was able to attend many different ones, with Ministry with schools, nurturing disciples and new communities being some of my favourite ones. The diocese hosted a clergy conference in April and it was a real encouragement to attend different workshops, hear from the keynote speakers and be refreshed in times of quiet with God.

There is much more that I could share about this past year both at All Saints' and within my ministry across Didcot but I hope this is a snapshot of just some of the things I've been able to be involved with. I look forward to the year ahead and seeing what God has in store for each of you.

With prayers,

Revd Sasha Reeves

Administrator Report

I have been Administrator for the Church and the Youth & Community Hall for the past three years and I can honestly say that the novelty has not worn off. This past year, like all others, has been busy, particularly as the hall is now fully open and, because I am dealing with people every day, it remains vibrant and interesting. The fact that the role covers two quite different office functions means that there is always variety - each time the phone rings I could find myself talking with someone at a loss as to how to organise a funeral for a loved one or, at the other extreme, it could be someone asking if the Main Hall is large enough for a bouncy castle! I look forward to another year of working with the church and wider community.

(Anne Phillips)

Structure, Governance and Management

The Parochial Church Council is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure. The PCC is a Registered Charity.

The method of appointment of PCC members is set out in the Church Representation Rules. At All Saints', the membership of the PCC consists of the incumbent, the curate, licensed lay ministers, churchwardens, Deanery Synod representatives and members elected by those members of the congregation who are on the Electoral Roll. All those who are members of the congregation are encouraged to register on the Electoral Roll and stand for election to the PCC.

The PCC members are responsible for making decisions on all matters of general concern and importance to the parish including deciding on how the funds of the PCC are to be spent. New members receive initial training into the workings of the PCC.

Given its wide responsibilities, the PCC has a number of sub-committees each dealing with a particular aspect of parish life. These committees, which include worship and faith development, mission and outreach, fundraising, building development and the Youth and Community Hall management committee, are all responsible to the PCC and report back to it. Apart from the Standing Committee, which is the only committee required by law and has power to transact the business of the PCC between its meetings as directed by the PCC, the sub-committees are advisory and do not have executive powers.

The PCC met for six scheduled meetings through the year.

Annual Parochial Church Meetings are normally held just before or just after Easter.

The Ladygrove Church

The Ladygrove Church, which is an Anglican/Baptist Local Ecumenical Partnership, is a parish in its own right. It is still, however, a part of the All Saints' benefice.

Great Western Park Church

GWP Church is now a Conventional District spanning four parishes. It now arranges its own APCM and reports. All Saints' continues to provide some financial support, although this should be transferred during 2023. The minister, Mark Bodeker, remains a member of All Saints' PCC as Associate Minister for GWP Church.

Deanery Synod

The Deanery Synod provides PCCs with an important link between the parish and the wider structures of the church. Meetings are jointly chaired by the Area Dean and the Lay Chair. The Revd Dr Andy Lord is the Area Dean for the Wallingford Deanery and Gordon Gill is the Lay Chair. The Deanery includes St Peter's Didcot, All Saints' and Ladygrove Didcot, Great Western Park, Harwell, Chilton, Cholsey, Moulsford, Hagbourne, Blewbury, Upton, South Moreton, North Moreton, Aston Tirrold & Aston Upthorpe,

Wallingford, Crowmarsh Gifford and Brightwell-cum-Sotwell.

Two Deanery Synod meetings were held in 2022, though a third was scheduled in July but cancelled due to extreme heat. Five meetings of the Standing Committee were held.

The Wallingford Deanery Mission Action Plan (MAP), which was approved at the end of 2019 by the Dorchester Mission and Pastoral committee, has four key focus areas:

1. Development of ministry to children, young people & families

2. Developing our outreach to new & settled communities

3. Development of appropriate patterns of worship

4. Development of the Ministry in the Greater Didcot Garden Town area, both financially & structurally.

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The first Deanery Synod meeting in April 2022 began with a short act of worship with hymns. This was followed by the licensing of Rev'd Dr Andy Lord as the new Area Dean by Bishop Gavin Collins. The role of Area Dean is held for five years and appointed by the Bishop of Dorchester; the previous Area Dean was Rev'd David Rice who was thanked for all his care and hard work. The main focus for the rest of the meeting was the presentation of the Greater Didcot Garden Town Mission and Ministry Report and subsequent discussion of the Summary Proposal; both documents written by Rev'd Dr Andy Lord, who had been appointed in 2019 as the Vicar of All Saints' Didcot but also as Bishop's Advisor on Mission to the Designated Didcot Garden Town. This is the 4th focus area in the MAP.

The report detailed a number of options, all seeking to be collaborative with space for growth and with an on-going process of evolution. The Standing Committee with guidance from the Associate Archdeacon, David Tyler, proposed that we adopt option GD2 : creation of a Wider Didcot group consisting of All Saints' Didcot, St Peter's Didcot, Ladygrove, Great Western Park, St Matthew's Harwell & All Saints' Chilton; to include incumbents but also other ministers and representatives from each church.

The aims of this Group over the next 5-10 years will be to:

- develop a prayerful mission vision for Greater Didcot

- enable mission (with ecumenical partners) in the Valley Park development

- encourage a greater sharing of ministry (ordained and lay) and mission across the area.

This approach will be supported by FP1 (Financial Proposal 1), which sets out the mechanism to follow in an interregnum to determine the ministry available.

The Summary Proposal was put to the vote and it was accepted.

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The main focus of the second Deanery Synod meeting, in September 2022, was the new Parish Share formula for 2023 onwards. Anomalies in the new

formula were discussed and the Area Dean briefed that a paper had been submitted to the diocese on behalf of the Deanery highlighting issues. The main implication of the new way of calculating the parish share is that the Deanery will not be able to pay its full share in 2023. After a great deal of discussion it was agreed that we would apply a 2% ceiling and a floor off 0%, compared to 2022 figures, to all parishes.

Rev'd Dr Andy Lord commented that we cannot run forever in deficit and that ministry received by a parish or benefice is to be dependent on the share they contribute, effective as ministers retire or move on. Further discussion is underway with the diocese and finance team for a Deanery Future Plan

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Outside the meetings, a Deanery Choral Evensong was held in May 2022 with choristers from across the Deanery coming together and three Pilgrim Path walks were held between May and September.

Three benefices ended the year in an interregnum: Cholsey & Moulsford, Harwell & Chilton and Wallingford (Wallingford, Crowmarsh Gifford and Brightwell cum Sotwell). Cholsey and Moulsford have appointed Revd Rebecca Peters and her licensing is on 20th February 2023.

Ecumenical relationships

The church is a member of Churches Together in Didcot and District (CTDD).

It was not possible to arrange any events in 2022, but a start was made on organising the 2023 Good Friday Walk of Witness and service. Ministers have continued to meet for lunch and prayer every few months.

Safeguarding

We seek to be a church that provides a safe and secure environment for the most vulnerable in our church and in the wider community and, therefore, place major importance on the implementation of all safeguarding policies to enable this. We are working towards a vision where every member of the church sees themselves as a part of providing this environment for the most vulnerable.

DBS (Disclosure and Barring Service)

All members of the PCC have a current Enhanced DBS, in line with Church of England requirements for Parochial Church Councils sponsoring activities for adults at risk or children. Renewal is now required for all DBS certificate holders after 3 years, in line with the general practice for registered charities. During the year Tim Scane stepped down as verifier (viewing applicants documents to confirm their identity); we are very grateful for his work in this role. He was replaced by Revd Sasha Reeves who is carrying it out with great diligence.

A number of additional people received DBS clearance for work with children, young people and adults at risk. The clearance provider for the Diocese is Access Personal Checking Services Ltd. as recommended by the Church of England.

Safeguarding Policies and Training

The recommendations in the Safeguarding Policy are adhered to in all activities relating to safeguarding and recruitment. The PCC has an ongoing Promoting a Safer Church Action Plan (currently due for review owing to the illness of the PSO).

A copy of the Safeguarding Handbook is available in the Vicar's vestry and online. We follow its procedures for dealing with any safeguarding concern or allegation. We recognise the importance of being sensitive to any issues that may be raised and responding appropriately.

Training continues to be offered on-line, with some face-to-face, for those in the relevant roles; the highest level of training for each individual must be renewed after 3 years.

The Church of England from time to time also provides Safeguarding learning reviews arising from serious situations elsewhere.

During the year the Great Western Park Church assumed responsibility for carrying out their own DBS verifications and monitoring of training as part of their move to greater independence as a church.

Safeguarding issues

There were no major pastoral situations during 2022 which raised safeguarding issues.

At the start of the year the Covid-19 pandemic remained an issue and national and Church of England guidance was followed as protocols were gradually relaxed in relation to both the Church premises and the Youth and Community Hall.

Eleanor Hards, Parish Safeguarding Officer

Policies

The PCC has in place a number of policies, some of which are updated each year and some every three years.

This last year we reviewed the Health & Safety Policy, Baptism Policy and Recruitment of ex-offenders policy

Administrative information

All Saints' Church is situated in Lydalls Road, Didcot. It is part of the Dorchester Episcopal Area in the Diocese of Oxford within the Church of England. The correspondence address for the church is: The Administrator, All Saints' Youth and Community Hall, Roman Place, Didcot, Oxon, OX11 7ER.

The website address is:
www.didcotallsaints.org.uk

The Didcot All Saints' Church Community Page can be found on Facebook.

PCC members who have served at any time during 2022 are:

Ex-Officio members:

Incumbent: The Revd. Dr Andy Lord
The Revd. Sasha Reeves
Associate Minister, GWP Church:
The Revd. Mark Bodeker
Wardens: Miss Brenda Andrews
Dr Tim Scane *(until August)*
Licensed Lay Ministers:
Dr Nick Hards
Dr Tim Scane *(until August)*
Deanery Synod Representative:
Mrs. Alison Adams

Elected members:

Mrs Eleanor Hards
Mr David Ralston
Mrs Sue Scane *(until April)*
Mr Bertie Doy
Mr Andrew Jones
Mrs Julia Buckel
Mr Bruce Charles

Deputy Church Wardens:

Mrs Eleanor Hards
Mr Andrew Jones
Mr Bertie Doy

Signed:

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Revd. Dr Andy Lord

Date:

23rd April 2023

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(after corrections to the Administrative Information on this page, and adding "Eleanor Hards" after the Safeguarding report)

All Saints' Didcot Parochial Church Council

Annual Financial Statements 2022

as presented to the APCM in April 2023

Chair of PCC: Revd Dr Andy Lord
PCC Treasurer: Sharon Hickman

Independent Examiner of Accounts:
Haines & Company
Certified Chartered Accountants and Statutory Auditors
Henderson House, Hithercroft Road,
Wallingford, Oxfordshire OX10 9DG

Consisting of the following:

Report of the Independent Examiner
Fund details for General, Hall and GWP Funds
All Fund Movement Summaries
Statement of Assets and Liabilities (SoAL)
Notes

20/03/2023

All Saints' Didcot

Andrew Lord

Accounts accepted at All Saints' APCM
23rd April 2023

REPORT OF THE INDEPENDENT EXAMINER TO THE PAROCHIAL CHURCH COUNCIL OF DIDCOT ALL SAINTS

I report on the accounts of the Parochial Church Council for the year ended 31 December 2022 which are set out on pages 2 to 9.

Respective responsibilities of Trustees and examiner

The charity's trustees 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(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:
- examine the accounts under section 145 of the 2011 Act;
- to follow procedures laid down in General Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of the independent examiner's report

My examination was carried out in accordance with the 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 the seeking of explanations from you as 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.

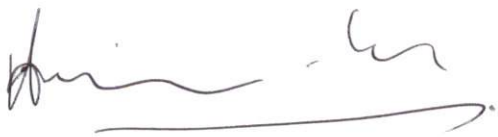
Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1) which gives me reasonable cause to believe that, in any material respect, the requirements;
   - to keep accounting records in accordance with section 130 of the 2011 Act; and
   - to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act

   have not been met; or

2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



23/3/2023

B R Haines FCCA
for and on behalf of Haines & Company
Chartered Certified Accountants and Statutory Auditors
Henderson House
Hithercroft Road
Wallingford
Oxfordshire, OX10 9DG

All Saints' Didcot
Receipts and payments
Selected period: 01 January 2022 to 31 December 2022

Note	From To	01-Jan-22 31-Dec-22	01-Jan-21 31-Dec-21
General - General Fund (Unrestricted) Fund			
Income and endowments			
Donations and legacies			
Parish Giving Scheme		£26,194.61	£28,796.21
Stewardship Standing Orders		£5,035.00	£8,213.00
Stewardship Envelopes		£2,875.00	£4,158.06
Gift Aid Envelopes		£615.00	£0.00
Collections		£1,965.96	£1,564.06
Gift Aid Recovery		£8,207.94	£10,147.20
Donations		£6,517.44	£6,907.66
Total Donations and legacies		**£51,410.95**	**£59,786.19**
Other income			
Interest		£1,304.70	£66.60
PCC Fees (CofE)		£9,434.00	£7,949.00
Legacy		£34,000.00	£0.00
Other		£17,715.50	£18,393.12
Grants		£576.00	£0.00
Total Other income		**£63,030.20**	**£26,408.72**
Total Income and endowments		**£114,441.15**	**£86,194.91**
Expenditure			
Expenditure on charitable activities			
Salaries		£4,333.30	£2,205.42
Grants		£2,757.69	£4,344.38
Parish Share		£50,701.86	£49,500.00
Clergy Expenses		£17,517.96	£18,758.19
Church Running Costs		£3,993.53	£5,397.70
Photocopier		£1,477.85	£2,032.97
Honoraria		£1,999.92	£2,299.92
Utilities		£2,079.76	£1,065.91
Repairs to Building		£360.00	£0.00
General Repairs & Churchyard		£902.92	£0.00
Training & Support		£45.00	£0.00
Insurance		£2,817.06	£3,801.67
Miscellaneous		£621.86	£0.00
Total Expenditure on charitable activities		**£89,608.71**	**£89,406.16**
Total Expenditure		**£89,608.71**	**£89,406.16**
Excess of Income and endowments over Expenditure		***£24,832.44***	***-£3,211.25***
Brought forward balance		£85,542.91	£85,542.91
Adjustments		-£34,000.00	£85,542.91
Total carried forward balance		£76,375.35	£85,542.91

All Saints' Didcot
Receipts and payments
Selected period: 01 January 2022 to 31 December 2022

Note	From To	01-Jan-22 31-Dec-22	01-Jan-21 31-Dec-21
ASYCH - All Saints Youth And Community			
Income and endowments			
Income from charitable activities			
ASYCH Regular Bookings		£21,301.41	£9,353.00
ASYCH One off Bookings		£3,020.63	£1,709.50
ASYCH Deposits		£3,575.00	£0.00
ASYCH Other & Donations		£2,687.73	£16,573.00
ASYCH Interest		£429.60	£15.82
Total Income from charitable activities		**£31,014.37**	**£27,651.32**
Total Income and endowments		**£31,014.37**	**£27,651.32**
Expenditure			
Expenditure on charitable activities			
ASYCH Salaries		£12,135.99	£6,614.58
ASYCH Contract Cover		£224.56	£0.00
ASYCH Utilities		£4,335.58	£1,428.11
ASYCH Insurance		£794.54	£835.32
ASYCH Phone / Internet		£866.92	£864.00
ASYCH Music licences		£265.52	£832.46
ASYCH Grounds Maintenance		£1,875.54	£500.00
ASYCH Building Maintenance		£7,817.43	£2,449.24
ASYCH General Resources		£421.55	£421.64
ASYCH Administraton Resources		£278.10	£179.93
Total Expenditure on charitable activities		**£29,015.73**	**£14,125.28**
Other expenditure			
ASYCH Deposits Returned		£3,751.00	£0.00
ASYCH Bookings Returned		£415.00	£0.00
Total Other expenditure		**£4,166.00**	**£0.00**
Total Expenditure		**£33,181.73**	**£14,125.28**
Excess of Income and endowments over Expenditure		**-£2,167.36**	**£13,526.04**
Brought forward balance		£70,683.31	£70,683.31
Adjustments		£0.00	
Total carried forward balance		£68,515.95	£70,683.31

All Saints' Didcot
Receipts and payments
Selected period: 01 January 2022 to 31 December 2022

Note	From To	01-Jan-22 31-Dec-22	01-Jan-21 31-Dec-21
GWP - GWP (Restricted) Fund			
Income and endowments			
Donations and legacies			
GWP Regular Giving		£21,791.90	£26,080.37
GWP Donations		£1,023.90	£1,155.37
GWP Gift Aid		£4,789.51	£6,609.31
Total Donations and legacies		**£27,605.31**	**£33,845.05**
Other income			
GWP Other Income		£0.00	£993.33
Total Other income		**£0.00**	**£993.33**
Total Income and endowments		**£27,605.31**	**£34,838.38**
Expenditure			
Expenditure on charitable activities			
GWP Gen Admin		£1,588.84	£1,314.68
GWP Telephone		£644.29	£226.35
GWP Cost of being Church		£5,959.57	£4,502.20
GWP Printing and Advertising		£294.13	£0.00
GWP Milage and Parking		£447.70	£0.00
GWP Equipment		£460.00	£164.80
GWP Food for Services		£155.25	£0.00
GWP Hire of Buildings		£2,150.00	£1,799.50
GWP Activities for services		£121.31	£0.00
GWP Grants		£2,800.00	£2,697.70
GWP Activities - Summer		£380.50	£441.71
GWP Children & Family Worker		£3,765.33	£1,558.36
GWP Equipment for C&F Worker		£5.00	£0.00
GWP Other Costs for C&F Worker		£337.93	£147.69
GWP Café Equipment		£59.18	£0.00
GWP Cafe Hall Hire		£630.00	£459.00
GWP Transfer to new account		£90,254.85	£0.00
Total Expenditure on charitable activities		**£110,053.88**	**£13,311.99**
Total Expenditure		**£110,053.88**	**£13,311.99**
Excess of Income and endowments over Expenditure		-£82,448.57	£21,526.39
Brought forward balance		£83,553.44	
Adjustments	-		£83,553.44
Total carried forward balance		£1,104.87	£83,553.44

All Saints' Church Didcot

Fund Movements 2022

	Starting Balance	*Income*	*Transfer*	*Expenditure*	*Final Balance*
General Fund	£85,542.91	£114,441.15	-£34,000.00	£89,608.71	£76,375.35
ASYCH	£70,683.31	£31,014.37		£33,181.73	£68,515.95
Legacy Reserve	£31,932.66	£419.99	£34,000.00	£0.00	£66,352.65
Restricted Funds:					
GWP	£83,553.44	£27,605.31		£110,053.88	£1,104.87
Building	£6,746.48	£0.00		£1,551.00	£5,195.48
Churchyard	£820.19	£25.00		£408.68	£436.51
Bell Maintenance	£478.09	£0.00		£0.00	£478.09
Service Book Replacement	£293.27	£0.00		£0.00	£293.27
Knitters and Natters	£320.00	£0.00		£0.00	£320.00
Little Saints	£112.43	£0.00		£0.00	£112.43
Choir	£569.63	£45.00		£0.00	£614.63
TOTALS	**£281,052.41**	**£173,550.82**	£0.00	**£234,804.00**	**£219,799.23**
Overall movement over year	***-£61,253.18***				

In 2022 GWP Church took over its own finances which accounts for the significant movement out of the GWP Fund.
Also we received a generous legacy which increased the Legacy Reserve Fund.

If we take these specific movements out of the totals then All Saints' Church saw a Fund movemer **-£13,224.60**

This compares with the figure for 2021 which was: **-£6,197.89**

Fund Transfers

£34,000 was transferred from the General to the Legacy Reserve Fund, representing legacies given on 26/4/2022 and 29/11/2022.
This enables us to keep easier track of the legacies given for unrestricted use.

PCC Approval

These accounts have been approved by the Parochial Church Council and signed on their behalf on:

23rd March 2023

Revd Dr A Lord
Chair of All Saints' Church Didcot PCC

All Saints' Didcot

Statement of Assets and Liabilities (by code)
As at: 31 December 2022

Class and nominal code	General (Unrestricted)	Designated	Restricted	Endowment	Total	Last year
Current Asset - Cash At Bank And In Hand						
100: Barclays Church Account	36,160.36	2,336.09	12,737.30	-	51,233.75	45,194.12
110: Barclays Hall Account	(3,628.79)	35,517.90	(209.79)	-	31,679.32	36,264.91
120: Nat West Church	3,227.20	22.29	1,579.17	-	4,828.66	4,413.31
130: Nat West Hall	782.79	2,597.62	156.90	-	3,537.31	3,890.44
180: Hall Petty Cash	-	146.37	-	-	146.37	146.37
300: GWP Petty Cash	-	-	-	-	-	100.00
310: GWP Pastoral Petty Cash	-	-	-	-	-	802.19
Total	**36,541.56**	**40,620.27**	**14,263.58**	**-**	**91,425.41**	**90,811.34**
Current Asset - Investments						
150: CCLA Church	39,833.79	36,746.48	(7,348.75)	-	69,231.52	127,926.82
160: CCLA Hall	-	30,781.19	-	-	30,781.19	30,381.59
170: CCLA Joyce Kneller	-	32,352.65	-	-	32,352.65	31,932.66
Total	**39,833.79**	**99,880.32**	**(7,348.75)**	**-**	**132,365.36**	**190,241.07**
Liability - Agency Accounts						
6699: Agency collections	-	-	3,991.54	-	3,991.54	-
Total	**-**	**-**	**3,991.54**	**-**	**3,991.54**	**-**
Net total assets	**76,375.35**	**140,500.59**	**2,923.29**	**-**	**219,799.23**	**281,052.41**
Represented by						
General (Unrestricted)	76,375.35	-	-	-	76,375.35	85,542.91
Designated - ASYCH	-	68,515.95	-	-	68,515.95	70,683.31
Designated - Build	-	5,195.48	-	-	5,195.48	6,746.48
Designated - Churchyard	-	436.51	-	-	436.51	820.19
Designated - Legacies -	-	66,352.65	-	-	66,352.65	31,932.66
Restricted - Bell	-	-	478.09	-	478.09	478.09
Restricted - Choir	-	-	614.63	-	614.63	569.63
Restricted - GWP	-	-	1,104.87	-	1,104.87	83,553.44
Restricted - Knitters	-	-	320.00	-	320.00	320.00
Restricted - Little	-	-	112.43	-	112.43	112.43
Restricted - Service	-	-	293.27	-	293.27	293.27
Total	**76,375.35**	**140,500.59**	**2,923.29**	**-**	**219,799.23**	**281,052.41**

All Saints' Church Didcot

Schedule of Assets and Liabilities (SoAL) 2022

Gift Aid

Amount due from HMRC	£4,315.08

All Saints' Youth & Community Hall

Tangible fixed assets of Hall with its Fixtures and Fittings

Initial Value	£525,991.19
Additions	£0.00
Disposals	£0.00
Accumulated Depreciation	£94,466.69
Depreciation in year	£10,519.83
Net Book Value	**£421,004.67**

Agency Fees

The following Agency fees have been paid in 2022 or remain to be paid in 2023

	Debit	***Credit***	***to pay in 2023***
Occasional Offices			
Staff costs	£2,954.00	£4,023.00	£1,069.00
Oxford DBF	£2,746.00	£5,080.00	£2,334.00
Grants			
Ripple Effect	£98.31	£98.31	£0.00
Homeless Oxfordshire	£0.00	£294.26	£294.26
Didcot Refugee Support	£0.00	£294.28	£294.28

plus cash donations for Ripple Effect taken by charity

Grants to Charities

The following were paid by cheque or BACS:

Christian Aid	£30.00
See Saw	£67.00
Children in Distress	£115.00
Children's Society	£137.00
Asylum Welcome	£202.69
TRAIN	£2,000.00
Archdeacons Visitation	£206.00

Notes to the Financial Statements 2022

We have moved from Accruals to a Payments & Receipts model of accounting for 2022. We have also moved across from using SAGE to the Data Developments software. This is designed for churches and records payments & receipts, Bank Reconciliations and produces all the required reports.

Barclays Bank Balance

The Barclays Church Account held £45,194.12 at the start of 2022. This was more than the £44,642.43 stated on the 2021 accounts due to grant payments paid in 2022 being included in the 2021 accounts, totalling £551.69 (5 cheques).

Church General Fund

The General Fund balance at the end of 2021 was £87,169.39 to which adding this £551.69 and taking away £2178.17 (the Debtors – Creditors) comes to £85,542.91 which is the starting total of the General Fund for 2022.

All Saints' Youth & Community Hall (ASYCH) Fund

The ASYCH Fund balance at the end of 2021 was £70,007.06. Taking away from this -£676.25 (the Debtors – Creditors) comes to £70,683.31. This is the starting total of the ASYCH Fund for 2022.

Joyce Kneller Legacy

The legacy from Joyce Kneller is kept in a separate CCLA account under All Saints' Church Didcot.
On the 2021 accounts this was noted as a related trust on page 4 of church accounts as it was set up as a trust under Incumbent and Churchwardens. However, in 2022 the present Incumbent and Warden transferred property of this to the PCC and so it is now part of regular reports as a designated (but not restricted) Legacy Reserve Fund, to which another legacy from 2022 has been added. This Fund will be used for unrestricted legacies – restricted legacies will go into the appropriate designated Fund. Two legacies totalling £34,000 were transferred into the Fund in 2022.

Great Western Park (GWP) Fund

Great Western Park church became a separate Conventional District in 2022 and so we transferred the money from this Fund into their new bank account in September. In the 2021 accounts were recorded two Petty Cash accounts – the GWP Pastoral Petty Cash (£802.19) was transferred in part to the Barclays Church Account (£760 on 14/1/2022) with the rest (£42.19) added to the GWP Petty Cash. This remains as cash held and so has been transferred across on that basis (21/9/2022). A transfer of £90,112.66 was made on 21/9/2022 which included £509.76 credit from the All Saints Parish Giving Scheme (paid wrongly into our account and taken from 10/8/22 PGS income) and £52.89 debit towards Tax & Pension for July (in 11/7/22 HMRC payment)

We are keeping the GWP Fund open as some people have continued to pay their GWP donations into the All Saints' account, totalling £2009.52 in 2022. The 2022 accruals of £991 (Debtors £2,222.25 – Creditors £1231.25) will be cleared in 2023. During 2023 we will seek to close the GWP Fund.

2022 Financial Statement Adjustments

A mistake was discovered on the Independent Examiner's Financial Statements for 2021 for Didcot All Saints' PCC. On Page 3 the Total Expenditure on the Church General Fund was reported as £85,061.78 which did not include the Grants of £4,344.38 recorded at the top of the page. The correct total should be £89,406.16 which makes the Fund Balance at 31 December to be £87,169.39 which then enables the totals on the Page 4 balance sheet to match at £96,509.48.

Nominal Codes

The nominal codes used in 2022 differ slightly from those used in 2021. This is to enable consistency between the monthly reports that the PCC receives and the annual reports. The amounts under 2021 have been matched to the corresponding 2022 nominal codes. This explains why there are a number of zeros under the General Fund expenditure for items that in 2021 were included under Church Running Costs.

Agencies

The Data Developments software handles Agencies as money that passes through our accounts but is given for the purpose of the Agency and therefore does not appear on the Fund summary. Separate details are given as part of the SoAL. In comparing 2022 with 2023 it is important to note this in regard to Occasional Offices and charitable giving.

ASYCH Deposits

The 2022 reports clarify how much income and expenditure there were on deposits for Hall bookings and returned booking fees (eg for those bookings cancelled within the time limit).
Deposits to be repaid next year (ASYCH Deposits – ASYCH Deposits Returned) = -£176

Significant Receipts and Payments Outstanding

The following will come under the 2023 accounts:

Price & Myers	£1,726.50	Hall survey
Heelas	£972.77	Hall heating work
Oxford DBF	£2,334.00	Occasional Office Fees

All Saints' Didcot Parochial Church Council

Annual Financial Statements 2022

as presented to the APCM in April 2023

Chair of PCC: Revd Dr Andy Lord
PCC Treasurer: Sharon Hickman

Independent Examiner of Accounts:
Haines & Company
Certified Chartered Accountants and Statutory Auditors
Henderson House, Hithercroft Road,
Wallingford, Oxfordshire OX10 9DG

Consisting of the following:

Report of the Independent Examiner
Fund details for General, Hall and GWP Funds
All Fund Movement Summaries
Statement of Assets and Liabilities (SoAL)
Notes

20/03/2023

All Saints' Didcot

Andrew Lord

Accounts accepted at All Saints' APCM
23rd April 2023

REPORT OF THE INDEPENDENT EXAMINER TO THE PAROCHIAL CHURCH COUNCIL OF DIDCOT ALL SAINTS

I report on the accounts of the Parochial Church Council for the year ended 31 December 2022 which are set out on pages 2 to 9.

Respective responsibilities of Trustees and examiner

The charity's trustees 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(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:
- examine the accounts under section 145 of the 2011 Act;
- to follow procedures laid down in General Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of the independent examiner's report

My examination was carried out in accordance with the 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 the seeking of explanations from you as 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.

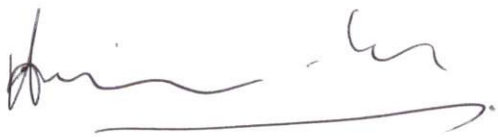
Independent examiner's statement

In connection with my examination, no matter has come to my attention:

1) which gives me reasonable cause to believe that, in any material respect, the requirements;
   - to keep accounting records in accordance with section 130 of the 2011 Act; and
   - to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act

   have not been met; or

2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



23/3/2023

B R Haines FCCA
for and on behalf of Haines & Company
Chartered Certified Accountants and Statutory Auditors
Henderson House
Hithercroft Road
Wallingford
Oxfordshire, OX10 9DG

All Saints' Didcot
Receipts and payments
Selected period: 01 January 2022 to 31 December 2022

Note	From To	01-Jan-22 31-Dec-22	01-Jan-21 31-Dec-21
General - General Fund (Unrestricted) Fund			
Income and endowments			
Donations and legacies			
Parish Giving Scheme		£26,194.61	£28,796.21
Stewardship Standing Orders		£5,035.00	£8,213.00
Stewardship Envelopes		£2,875.00	£4,158.06
Gift Aid Envelopes		£615.00	£0.00
Collections		£1,965.96	£1,564.06
Gift Aid Recovery		£8,207.94	£10,147.20
Donations		£6,517.44	£6,907.66
Total Donations and legacies		**£51,410.95**	**£59,786.19**
Other income			
Interest		£1,304.70	£66.60
PCC Fees (CofE)		£9,434.00	£7,949.00
Legacy		£34,000.00	£0.00
Other		£17,715.50	£18,393.12
Grants		£576.00	£0.00
Total Other income		**£63,030.20**	**£26,408.72**
Total Income and endowments		**£114,441.15**	**£86,194.91**
Expenditure			
Expenditure on charitable activities			
Salaries		£4,333.30	£2,205.42
Grants		£2,757.69	£4,344.38
Parish Share		£50,701.86	£49,500.00
Clergy Expenses		£17,517.96	£18,758.19
Church Running Costs		£3,993.53	£5,397.70
Photocopier		£1,477.85	£2,032.97
Honoraria		£1,999.92	£2,299.92
Utilities		£2,079.76	£1,065.91
Repairs to Building		£360.00	£0.00
General Repairs & Churchyard		£902.92	£0.00
Training & Support		£45.00	£0.00
Insurance		£2,817.06	£3,801.67
Miscellaneous		£621.86	£0.00
Total Expenditure on charitable activities		**£89,608.71**	**£89,406.16**
Total Expenditure		**£89,608.71**	**£89,406.16**
Excess of Income and endowments over Expenditure		***£24,832.44***	***-£3,211.25***
Brought forward balance		£85,542.91	£85,542.91
Adjustments		-£34,000.00	£85,542.91
Total carried forward balance		£76,375.35	£85,542.91

All Saints' Didcot
Receipts and payments
Selected period: 01 January 2022 to 31 December 2022

Note	From To	01-Jan-22 31-Dec-22	01-Jan-21 31-Dec-21
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Total Income and endowments		**£31,014.37**	**£27,651.32**
Expenditure			
Expenditure on charitable activities			
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ASYCH Phone / Internet		£866.92	£864.00
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ASYCH Bookings Returned		£415.00	£0.00
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Total Expenditure		**£33,181.73**	**£14,125.28**
Excess of Income and endowments over Expenditure		**-£2,167.36**	**£13,526.04**
Brought forward balance		£70,683.31	£70,683.31
Adjustments		£0.00	
Total carried forward balance		£68,515.95	£70,683.31

All Saints' Didcot
Receipts and payments
Selected period: 01 January 2022 to 31 December 2022

Note	From To	01-Jan-22 31-Dec-22	01-Jan-21 31-Dec-21
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Donations and legacies			
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GWP Donations		£1,023.90	£1,155.37
GWP Gift Aid		£4,789.51	£6,609.31
Total Donations and legacies		**£27,605.31**	**£33,845.05**
Other income			
GWP Other Income		£0.00	£993.33
Total Other income		**£0.00**	**£993.33**
Total Income and endowments		**£27,605.31**	**£34,838.38**
Expenditure			
Expenditure on charitable activities			
GWP Gen Admin		£1,588.84	£1,314.68
GWP Telephone		£644.29	£226.35
GWP Cost of being Church		£5,959.57	£4,502.20
GWP Printing and Advertising		£294.13	£0.00
GWP Milage and Parking		£447.70	£0.00
GWP Equipment		£460.00	£164.80
GWP Food for Services		£155.25	£0.00
GWP Hire of Buildings		£2,150.00	£1,799.50
GWP Activities for services		£121.31	£0.00
GWP Grants		£2,800.00	£2,697.70
GWP Activities - Summer		£380.50	£441.71
GWP Children & Family Worker		£3,765.33	£1,558.36
GWP Equipment for C&F Worker		£5.00	£0.00
GWP Other Costs for C&F Worker		£337.93	£147.69
GWP Café Equipment		£59.18	£0.00
GWP Cafe Hall Hire		£630.00	£459.00
GWP Transfer to new account		£90,254.85	£0.00
Total Expenditure on charitable activities		**£110,053.88**	**£13,311.99**
Total Expenditure		**£110,053.88**	**£13,311.99**
Excess of Income and endowments over Expenditure		-£82,448.57	£21,526.39
Brought forward balance		£83,553.44	
Adjustments	-		£83,553.44
Total carried forward balance		£1,104.87	£83,553.44

All Saints' Church Didcot

Fund Movements 2022

	Starting Balance	*Income*	*Transfer*	*Expenditure*	*Final Balance*
General Fund	£85,542.91	£114,441.15	-£34,000.00	£89,608.71	£76,375.35
ASYCH	£70,683.31	£31,014.37		£33,181.73	£68,515.95
Legacy Reserve	£31,932.66	£419.99	£34,000.00	£0.00	£66,352.65
Restricted Funds:					
GWP	£83,553.44	£27,605.31		£110,053.88	£1,104.87
Building	£6,746.48	£0.00		£1,551.00	£5,195.48
Churchyard	£820.19	£25.00		£408.68	£436.51
Bell Maintenance	£478.09	£0.00		£0.00	£478.09
Service Book Replacement	£293.27	£0.00		£0.00	£293.27
Knitters and Natters	£320.00	£0.00		£0.00	£320.00
Little Saints	£112.43	£0.00		£0.00	£112.43
Choir	£569.63	£45.00		£0.00	£614.63
TOTALS	**£281,052.41**	**£173,550.82**	£0.00	**£234,804.00**	**£219,799.23**
Overall movement over year	***-£61,253.18***				

In 2022 GWP Church took over its own finances which accounts for the significant movement out of the GWP Fund.
Also we received a generous legacy which increased the Legacy Reserve Fund.

If we take these specific movements out of the totals then All Saints' Church saw a Fund movemer **-£13,224.60**

This compares with the figure for 2021 which was: **-£6,197.89**

Fund Transfers

£34,000 was transferred from the General to the Legacy Reserve Fund, representing legacies given on 26/4/2022 and 29/11/2022.
This enables us to keep easier track of the legacies given for unrestricted use.

PCC Approval

These accounts have been approved by the Parochial Church Council and signed on their behalf on:

23rd March 2023

Revd Dr A Lord
Chair of All Saints' Church Didcot PCC

All Saints' Didcot

Statement of Assets and Liabilities (by code)
As at: 31 December 2022

Class and nominal code	General (Unrestricted)	Designated	Restricted	Endowment	Total	Last year
Current Asset - Cash At Bank And In Hand						
100: Barclays Church Account	36,160.36	2,336.09	12,737.30	-	51,233.75	45,194.12
110: Barclays Hall Account	(3,628.79)	35,517.90	(209.79)	-	31,679.32	36,264.91
120: Nat West Church	3,227.20	22.29	1,579.17	-	4,828.66	4,413.31
130: Nat West Hall	782.79	2,597.62	156.90	-	3,537.31	3,890.44
180: Hall Petty Cash	-	146.37	-	-	146.37	146.37
300: GWP Petty Cash	-	-	-	-	-	100.00
310: GWP Pastoral Petty Cash	-	-	-	-	-	802.19
Total	**36,541.56**	**40,620.27**	**14,263.58**	**-**	**91,425.41**	**90,811.34**
Current Asset - Investments						
150: CCLA Church	39,833.79	36,746.48	(7,348.75)	-	69,231.52	127,926.82
160: CCLA Hall	-	30,781.19	-	-	30,781.19	30,381.59
170: CCLA Joyce Kneller	-	32,352.65	-	-	32,352.65	31,932.66
Total	**39,833.79**	**99,880.32**	**(7,348.75)**	**-**	**132,365.36**	**190,241.07**
Liability - Agency Accounts						
6699: Agency collections	-	-	3,991.54	-	3,991.54	-
Total	**-**	**-**	**3,991.54**	**-**	**3,991.54**	**-**
Net total assets	**76,375.35**	**140,500.59**	**2,923.29**	**-**	**219,799.23**	**281,052.41**
Represented by						
General (Unrestricted)	76,375.35	-	-	-	76,375.35	85,542.91
Designated - ASYCH	-	68,515.95	-	-	68,515.95	70,683.31
Designated - Build	-	5,195.48	-	-	5,195.48	6,746.48
Designated - Churchyard	-	436.51	-	-	436.51	820.19
Designated - Legacies -	-	66,352.65	-	-	66,352.65	31,932.66
Restricted - Bell	-	-	478.09	-	478.09	478.09
Restricted - Choir	-	-	614.63	-	614.63	569.63
Restricted - GWP	-	-	1,104.87	-	1,104.87	83,553.44
Restricted - Knitters	-	-	320.00	-	320.00	320.00
Restricted - Little	-	-	112.43	-	112.43	112.43
Restricted - Service	-	-	293.27	-	293.27	293.27
Total	**76,375.35**	**140,500.59**	**2,923.29**	**-**	**219,799.23**	**281,052.41**

All Saints' Church Didcot

Schedule of Assets and Liabilities (SoAL) 2022

Gift Aid

Amount due from HMRC	£4,315.08

All Saints' Youth & Community Hall

Tangible fixed assets of Hall with its Fixtures and Fittings

Initial Value	£525,991.19
Additions	£0.00
Disposals	£0.00
Accumulated Depreciation	£94,466.69
Depreciation in year	£10,519.83
Net Book Value	**£421,004.67**

Agency Fees

The following Agency fees have been paid in 2022 or remain to be paid in 2023

	Debit	***Credit***	***to pay in 2023***
Occasional Offices			
Staff costs	£2,954.00	£4,023.00	£1,069.00
Oxford DBF	£2,746.00	£5,080.00	£2,334.00
Grants			
Ripple Effect	£98.31	£98.31	£0.00
Homeless Oxfordshire	£0.00	£294.26	£294.26
Didcot Refugee Support	£0.00	£294.28	£294.28

plus cash donations for Ripple Effect taken by charity

Grants to Charities

The following were paid by cheque or BACS:

Christian Aid	£30.00
See Saw	£67.00
Children in Distress	£115.00
Children's Society	£137.00
Asylum Welcome	£202.69
TRAIN	£2,000.00
Archdeacons Visitation	£206.00

Notes to the Financial Statements 2022

We have moved from Accruals to a Payments & Receipts model of accounting for 2022. We have also moved across from using SAGE to the Data Developments software. This is designed for churches and records payments & receipts, Bank Reconciliations and produces all the required reports.

Barclays Bank Balance

The Barclays Church Account held £45,194.12 at the start of 2022. This was more than the £44,642.43 stated on the 2021 accounts due to grant payments paid in 2022 being included in the 2021 accounts, totalling £551.69 (5 cheques).

Church General Fund

The General Fund balance at the end of 2021 was £87,169.39 to which adding this £551.69 and taking away £2178.17 (the Debtors – Creditors) comes to £85,542.91 which is the starting total of the General Fund for 2022.

All Saints' Youth & Community Hall (ASYCH) Fund

The ASYCH Fund balance at the end of 2021 was £70,007.06. Taking away from this -£676.25 (the Debtors – Creditors) comes to £70,683.31. This is the starting total of the ASYCH Fund for 2022.

Joyce Kneller Legacy

The legacy from Joyce Kneller is kept in a separate CCLA account under All Saints' Church Didcot.
On the 2021 accounts this was noted as a related trust on page 4 of church accounts as it was set up as a trust under Incumbent and Churchwardens. However, in 2022 the present Incumbent and Warden transferred property of this to the PCC and so it is now part of regular reports as a designated (but not restricted) Legacy Reserve Fund, to which another legacy from 2022 has been added. This Fund will be used for unrestricted legacies – restricted legacies will go into the appropriate designated Fund. Two legacies totalling £34,000 were transferred into the Fund in 2022.

Great Western Park (GWP) Fund

Great Western Park church became a separate Conventional District in 2022 and so we transferred the money from this Fund into their new bank account in September. In the 2021 accounts were recorded two Petty Cash accounts – the GWP Pastoral Petty Cash (£802.19) was transferred in part to the Barclays Church Account (£760 on 14/1/2022) with the rest (£42.19) added to the GWP Petty Cash. This remains as cash held and so has been transferred across on that basis (21/9/2022). A transfer of £90,112.66 was made on 21/9/2022 which included £509.76 credit from the All Saints Parish Giving Scheme (paid wrongly into our account and taken from 10/8/22 PGS income) and £52.89 debit towards Tax & Pension for July (in 11/7/22 HMRC payment)

We are keeping the GWP Fund open as some people have continued to pay their GWP donations into the All Saints' account, totalling £2009.52 in 2022. The 2022 accruals of £991 (Debtors £2,222.25 – Creditors £1231.25) will be cleared in 2023. During 2023 we will seek to close the GWP Fund.

2022 Financial Statement Adjustments

A mistake was discovered on the Independent Examiner's Financial Statements for 2021 for Didcot All Saints' PCC. On Page 3 the Total Expenditure on the Church General Fund was reported as £85,061.78 which did not include the Grants of £4,344.38 recorded at the top of the page. The correct total should be £89,406.16 which makes the Fund Balance at 31 December to be £87,169.39 which then enables the totals on the Page 4 balance sheet to match at £96,509.48.

Nominal Codes

The nominal codes used in 2022 differ slightly from those used in 2021. This is to enable consistency between the monthly reports that the PCC receives and the annual reports. The amounts under 2021 have been matched to the corresponding 2022 nominal codes. This explains why there are a number of zeros under the General Fund expenditure for items that in 2021 were included under Church Running Costs.

Agencies

The Data Developments software handles Agencies as money that passes through our accounts but is given for the purpose of the Agency and therefore does not appear on the Fund summary. Separate details are given as part of the SoAL. In comparing 2022 with 2023 it is important to note this in regard to Occasional Offices and charitable giving.

ASYCH Deposits

The 2022 reports clarify how much income and expenditure there were on deposits for Hall bookings and returned booking fees (eg for those bookings cancelled within the time limit).
Deposits to be repaid next year (ASYCH Deposits – ASYCH Deposits Returned) = -£176

Significant Receipts and Payments Outstanding

The following will come under the 2023 accounts:

Price & Myers	£1,726.50	Hall survey
Heelas	£972.77	Hall heating work
Oxford DBF	£2,334.00	Occasional Office Fees

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ALL SAINTS' DIDCOT

England & Wales - Charity number 1180992

Accounts

2021

Annual Report of the PCC

Didcot All Saints' Church

Introduction

Open to God

Open to Everyone

Open to Change

This report provides a reflection of life at All Saints' and outlines the wonderful activities that all its members undertake in order to sustain our life of faith, prayer and fellowship. We extend a heartfelt thank you to everyone who makes All Saints' a warm and welcoming community.

All Saints' Parochial Church Council (PCC) has the responsibility for working with the incumbent, Revd Dr Andy Lord, in promoting the whole mission of the church: pastoral, evangelistic, social and ecumenical. The PCC also has responsibility for maintaining the church of Didcot All Saints', the churchyard and the Youth and Community Hall.

Objectives and Activities

The PCC is committed to enabling as many people as possible to worship at our church and to become part of our parish community at All Saints'. The PCC maintains an overview of worship throughout the parish and, through our Mission Action Plan, aims to witness to the love of God within the local community and the wider world. Our services and worship put faith into practice through prayer and scripture, music and sacrament.

When planning our activities for the year, we have considered the Charity Commission's guidance on public benefit and, in particular, the supplementary guidance on charities for the advancement of religion. In particular, we try to enable everyone to live out their faith as part of our parish community through:

- Worship and prayer; learning about the gospel and encountering God.
- Provision of pastoral care for people living in the parish.
- Missionary and outreach work.

We have drawn inspiration from the window of Martha and Mary, who illustrate the need for us to pause in prayer to enable action in the world. All Saints' seeks openness with Jesus in worship and mission, rooted in a welcoming place.

The Covid-19 pandemic continued to dominate church life during 2021 although we have gradually been able to meet again in the building as well as online. Rhythms of prayer/worship and mission/action have sustained us and enabled us to keep serving others. Our buildings have been open to more through our online services and remain places of welcome that draw us to God. Our All Saints' Youth & Community Hall opened as soon as was possible, with varied restrictions over the year. It has been good to welcome back hirers and see small communities re-establish themselves.

All Saints' has continued to be responsible for the legal overview of Great Western Park Church, which is designated as a Fresh Expression of Church. An annual report for the Great Western Park Church is given as an appendix to this report. The church became a Conventional District in January 2021 and is taking over various responsibilities from All Saints'.

Volunteers

We would like to thank all the volunteers who work so hard to ensure the smooth running of our church – its services, community outreach, the building itself, the hall and the churchyard.

In particular we would like to mention our churchwardens, Brenda Andrews and Tim Scane, who have helped steer us through this second pandemic year, providing wisdom and much practical help.

Achievements and Performance

Throughout 2021, the church community continued to build on the vision set out in the Mission Action Plan, reflected in our PCC subgroups. The four areas of focus are:

- Worship, prayer and faith development
- Mission and outreach
- Sustaining the work of the church
- Maintenance and development of the church buildings and environment

Worship, prayer and faith development

There were periods when the coronavirus pandemic prevented occasional offices being held in in church. Nevertheless, we were able to celebrate 14 baptisms (7 infants and 7 of children aged 1-4) and 12 weddings. In addition, we provided 19 funerals of which 13 were held in church and six at a crematorium.

The Electoral Roll, as presented to the 2021 Annual Parochial Church Meeting, contained 69 members.

Music

We are extremely grateful to Paul Hedley, our Director of Music, for all he has done to sustain the musical life of the church through challenging times. He writes:

After the challenges of 2020, the choir were rather more ready for what 2021 brought, which thankfully included rather more in-person music-making, at least in the second half of the year. It is a tribute to the dedication and musicianship of all of the singers that the choir continued to contribute to the worship at All Saints week by week, whatever the restrictions placed upon it.

Collective singing is such an important part of our services, and we greatly look forward to the time when unmasked voices can ring out together again, once it is safe, and infection levels have dropped. It is our privilege to lead in this way, and we aim to continue to develop and enrich the musical side of the worship at All Saints in any way we can.

Prayer

Lottie and Peter Sumner continue to lead Quiet Space, giving an opportunity to a small group of people drawn from a number of churches in the town to gather for contemplative prayer. While lockdown restrictions were in place, the group made us of e-mailed reflections. There was much joy when meetings once more tool place in the church building.

The Healing Group, which is co-ordinated by Stuart Roberts, started the year still meeting by e-mail. Since September it has been lovely to meet and pray in the Hall again. The group meets once a month to pray for those on the intercession list and for others who have asked for confidential prayer. Please let Andy or Stuart know if you would like our prayers.

Faith development

Several members of the congregation along with a member of SS Peter and Paul Wantage took part in an online *Life on the Frontline* course led by Revd. Debbie Lord.

Through Advent, Revd. Sasha Reeves gave a weekly on-line reflection drawing on the book *The Grace of Waiting* by Margaret Whipp.

Fellowship groups

By the time the lockdown rules permitted face to face meetings again, Monday evenings no longer worked for the majority of the group. A much-depleted group had a one-off meeting on a Thursday in September, at which we enjoyed tea, coffee or water (!) and some rather yummy biscuits. As we used to, we talked about things in general but it became clear that we couldn't carry on as before unless a few more people joined us. For now, at least, the group is in abeyance.

The Natter Knitters are glad to be back knitting again and enjoying each other's company. The restart saw an increase in numbers attending and many items for the Baby unit at the J R have already been produced. They are still knitting hats and gloves for the Shoe Box appeal and more poppies for a revamped display for Remembrance Sunday, so they are being very productive and would be delighted to welcome anyone to knit for these projects.

For many months, the Young at Heart group had kept in touch with one another by telephone, so it was with much joy when, in September, we were able to resume our monthly meetings. It was so good to be able to share concerns and to laugh together once again. In November, we met, together with some of his friends, to remember Philip Shipman, a founder member of Young at Heart. In December we were to be found enjoying a delicious Christmas lunch. We look forward to continuing to meet to share and to laugh together.

Sunday School

We were only able to run one session of Sunday School during 2021: we had planned for one session in October, but no Young People attended, probably due to a combination of hesitancy and awareness. In November, we were able to run a session, and three young people participated.

We need to attract more Leaders, as we will be unable to run sessions, due to Safeguarding concerns.

Mission and outreach

Over the year, the Mission and Outreach Sub-committee developed it focus on:

- Mission in the community.
- Mission exploring faith.
- Mission in the world.

Many of the initiatives arising from consideration of mission in the community are discussed in the community outreach report. In addition, it was recognised that the continued streaming of online services and, in particular, the Wednesday Zoom gatherings are valuable for people who are unable to join in services in the church building.

The Life on the Frontline course grew out of consideration of mission exploring faith. The sub-committee recognised that All Saints' should be comfortable in its tradition, whilst acknowledging a breadth of approaches within the congregation.

There were two highlights in 2021. First, was the joint celebration of Pentecost with St Peter's, which was led by Bishop Gavin. Secondly, we were delighted to join Revd. Josie Midwinter in celebrating the 50th anniversary of her being commissioned into the Church Army.

In addressing mission in the world, we had to live with the reality of the financial challenges facing All Saints'. We continued to provide financial support to the TRAIN youth work project. This year the money given in our Christmas collections were donated to the Didcot Youth Trust and Asylum welcome. Throughout the year we supported many missions and charities in prayer. We had a speaker from the Leprosy Mission in the Autumn. Two members of the congregation maintained our links with the HFT community and Revd. Andy Lord acted as a link to those supporting Afghan refugees living locally.

The sub-committee would be delighted to welcome new members willing to engage with the work it does.

Schools

Unfortunately, thanks to the pandemic, our Schools' Ministry was profoundly curtailed in 2021. We were unable to run any assemblies at Stephen Freeman School and Andy and Debbie were only able to deliver a virtual Harvest Festival, at Manor School. The Carol Services planned for Years 5 & 6 was also cancelled. Our planned Prayer Space session in the Autumn, was similarly affected and has been deferred to the Summer of 2022.

However, we were able to run two outdoor 'Hot Chocolate' events in the run up to Christmas, which were well received.

Bell Ringing

No report has been received on bell-ringing.

Didcot Garden Town

Over the last year, Didcot Garden Town, as part of the South Oxfordshire and Vale District Councils, has continued its Advisory Board and Sounding Boards to encourage local participation. Revd. Andy Lord, as Bishops' Advisor for Didcot Garden Town, took part in a couple of the residents sounding boards, with Ali Adams enabling discussions. These have helped bring more local community issues to the fore alongside the wider building and infrastructure projects. Environmental issues have been particularly highlighted.

The Willowbrook and Nobel Park housing estates have been started this last year, north of Ladygrove. The Valley Park development has been delayed but should now start in 2023 with the Alma Lodge care home having opened this year. The road infrastructure projects continue through their processes before work starts on these.

We have been blessed with Sasha Reeves joining us as curate, based at All Saints' but with time for new housing estates. In her first year this is more about learning from the experience of others in the area. The Laing's charity are generously funding her housing.

The Greater Didcot Group chaired by Associate Archdeacon David Tyler has continued through this year, encouraging clergy to reflect together on specific areas of mission. This has been appreciated in encouraging support and partnership, particularly through the time of pandemic.

In the deanery, Andy has been devoting time to reviewing the "structures and finance" of the churches across Greater Didcot, with a presentation undertaken at a Deanery Conference in October 2021. This work, which will continue into 2022 with a final report due by the end of March, is part of Andy's Bishops' Advisor role. The report will recognise the great opportunities we have to reach out in new and existing housing estates, whilst being realistic about the financial challenges all churches face.

Sustaining the work of All Saints'

All Saints' Church

Total receipts on unrestricted funds were £86,194.91 of which £43,731.33 was unrestricted planned voluntary donations, and a further £10,147.20 was from Gift Aid. Of the donations and gift aid, £2,675 related to the fundraising which arose from Josie's celebration of her 50 years of Ministry. There was £16,605 of abnormal income relating to the acquisition of a rental property for the curate, which was offset by expenditure. There was a deficit for the year of £3,211.25 before the transfer of £4,000 to the Churchyard Fund, making a total deficit of £7,211.25. This was an improvement on the deficits from last two years, which were £27,640 and £21,834.76.

The planned giving through the Parish Giving Scheme, Envelopes and banker's orders increased by 10.76% from the low point of the previous year, following a positive stewardship campaign, but has yet to reach back to the levels of 2018.

£89,406.16 was spent from unrestricted funds to provide the Christian ministry from All Saints' Church. Excluding the £16,605 expenditure in relation to the curates house, general expenditure was a 3.93% down on 2020, almost all of which related to the decrease in Parish Share of £2,131. Maintenance, Running costs and Upkeep of Services were slightly down on the previous year.

During the year, the total fund balances decreased from £105,713.58 to

£96,509.48 of which £87,169.39 is unrestricted.

The Independent Examiner is Haines and Co. of Wallingford. The PCC's bank accounts are held with the Barclays and NatWest Banks. The PCC is a charity registered with the Charity Commission.

The Youth and Community Hall

The running of the hall was again disrupted by COVID during the first half of 2021.

Income improved from the £8,011.52 being received in fees in 2020 to £11,062.50 in 2021, but still down when compared to £25,705 in 2019. However, we continued to qualify for the Government's Business Rate Grant for Community Halls, administered by the district council, which provided a further £16,583. The expenditure again decreased from £16,037.85 to £14,125.28, but many of the costs still remained even though the hall wasn't being used, including servicing and maintenance. However, this did mean that there was still an operating surplus of £13,526.04 prior to depreciation, and for the first time a surplus of £3,006.21 after depreciation. This would not have been the case without the government support.

It should be noted that whilst there remains a surplus of assets over liability, we need to build up reserves for any major expenditure, especially as there remains significant cracking of the walls which remain under investigation and could be expensive to fix.

Reserves Policy

It is PCC policy to try to maintain a balance on free reserves (net current assets) to smooth out fluctuations in cash flow and to meet emergencies. The balance of the free reserves at the year end was £87,169.39, which was again lower than the previous year.

The balance of £9,340.09 in the restricted funds is principally retained towards maintaining the building and meeting the upkeep of the churchyard. In addition, there is a restricted fund, held for Great Western Park Church, which had a year-end balance of £83,553.44.

It is our policy to invest the short-term investment fund balances with the CCLA Church of England Deposit Fund.

Maintaining and developing the church building and churchyard

The Maintenance and Development Committee continues to look after the fabric of the church building and churchyards.

Their focus is the 'to do' list created by the quinquennial report of 2018. Many of the identified smaller jobs are completed by the committee themselves. Other work is sometimes completed by a handyman.

A large number of small repairs have been identified that require a specialist builder to work with lime mortar. Waiting times for such a builder are substantial and the work is very weather dependent. We are currently sourcing suitable specialists to work on this and work required on the roof. Small cracks in the building that have been identified are being monitored.

There are always regular maintenance tasks such as clearing galleys, drains and guttering which are completed by the churchyard working party / committee.

The frame of the Lych Gate is leaning towards the east (it is now more a parallelogram) and needs specialist attention to straighten it. You may have noticed the very wonky looking gates. The committee are also devising a plan to prevent rainwater from dripping onto the support struts to prevent further rotting.

The memorial gates to the new churchyard need attention as they don't open easily and we are looking at solutions.

In terms of development, we continue to keep the east bank of the New Churchyard as clear as possible in readiness for our new cremations memorial area. Having considered many options for providing sufficient space for a high volume of cremation memorials we now have a plan to pursue. Planning permission and a faculty are the next stages to take us forward. We currently have space for only a few more cremations at present and so this project is urgent.

We have the opportunity to replace two rotten benches in the new churchyard and are looking to incorporate these into the plans that are in process for a new cremation area. If you would like to purchase or sponsor a bench in memory of a loved one then please let the committee or working party know.

Churchyard

A small team of dedicated and friendly volunteers have continued to work regularly, once or twice a month, to maintain the churchyard. A few have been able to help a little less regularly as they juggle work commitments or health issues but it's good to see them when they are able to come and gives us a chance to have a catch up with each other.

We've been concentrating on mowing and tidying and worked hard to ensure the field is in good condition when there have been events held on it.

In spring we weed-kill extensively in and around the edges of graves in the

older churchyards. This time is well spent as it greatly reduces the amount of hours spent strimming throughout the year.

When extra 'man-power' is available we continue to establish level grass over the graves to make mowing easier and less treacherous to walk on, although we have spent less time on this that we had hoped.

There are a number of graves in the new churchyard that do not comply with the Diocesan churchyard regulations and these cause us considerable problems in terms of health and safety (loose stones, chippings, glass or ceramic vases) or extra strimming work. Those where edging stones or timbers have been added often prevent lawn mowers from squeezing between rows of graves. This means that due to our limited volunteer time we can't get to all the graves. All graves should have grass over and up to the headstone to enable the machines to mow with ease in full rows and we urge people to comply with the rules displayed on the noticeboards.

We were able to hold our annual Big Tidy Up in July this year which enabled us to tackle some of the bigger jobs such as hedge trimming, especially the laurel and beech that we have in the churchyards and all the boundary hedges adjacent to the public footpaths. The bin store has been repaired after damage from falling tree branches and made a little more robust.

It was a conversation during the Big Tidy Up that led Andrew and Steve to start the process of reinstalling the tap in the new churchyard (which had been vandalised many years ago and removed). By the end of 2021, work was well underway, to be completed in 2022. This will be a huge help to visitors who need water for graveside flowers.

In December we planted a good number of daffodils and narcissus in the front churchyard, donated by the working party and congregation. We didn't get them all in as there were over 300 but plan to plant the rest in the new year. Hopefully we will get a really good display in the spring which will increase each year. Something to look forward to!

We keep our spending to an absolute minimum and quite a few volunteers use their own tools. The one unavoidable expense is the servicing and repair of the petrol mowers. With the number of machines we have this is costly. The terrain and stone obstacles are harsh and the machines get quite a battering. The churchyard fund is diminishing and may not cover the cost of new equipment as and when we may need it which we need to be aware of.

Year on year, the average age of the group is creeping evermore upwards and more younger volunteers are urgently needed to help us keep our churchyards tidy, safe and welcoming. Do please think about whether this is something you can help us with, if not regularly, then perhaps a few times a year. It's amazing how much we can get done when there are a few more of us to help.

A significant development during 2021, was the application for partial closure of the churchyard. The application covers the older parts of the churchyard; everything except the new churchyard

on the Rectory side of the footpath. Once the process is complete, expected in early 2022, responsibility for maintenance of the closed parts of the churchyard will be taken over by the District Council.

Tree works

This year we were able to complete all the tree works we had planned after a detailed inspection in the previous year. Planning permissions were granted by SODC for the main tree stock and also a special one for the Ancient Yew which has a tree preservation order. The Diocese also granted a faculty for these works, which included various crown lifting and some tree removal. These works are for the health and safety of people attending site, as some trees had split branches, and also for the long-term health of the trees. We have hoped that the crown reduction on the ancient yew would help preserve this specimen but unfortunately it suffered some more wind damage in February 2022 after storm Eunice came through. Some lower limbs tore away from the main trunk which were tidied up.

A lone Leylandii conifer on the east boundary with our neighbours, leaning over their fenceline, was removed. This was a poor specimen and non-native and was removed also to allow for the development of this part of the cemetery for the extended cremated remains area.

It should be noted that the work on the trees cost the church £3,144.

We had to remove several diseased Rowan trees in the field and are looking at replanting in the future, possibly as part of the Platinum Jubilee Queen's Canopy project. We already have two trees that have been donated by the Rotary Club as part of their celebrations for 2022.

Bell Tower Ladder

We have commissioned a bespoke replacement ladder for the bell tower, as the current wooden ladder does not meet with health and safety regulations. We have the relevant permissions from the Diocese and Allenfields in Didcot is completing this work for us. The ladder parts are being powder-coated to match the adjoining oak beams and are due to be installed in March 2022. There will be a locked cover at its base to prevent unauthorised access. Once installed, this will prove to be a safe and easy access for those who have to use the bell tower for maintenance.

We have also removed some of the loose and flaking plaster at the base of the bell tower and this has allowed the wall to dry out. We will review if this area is painted in the future or left to breathe.

Ongoing repairs

This spring we have replaced and repaired the missing coping stones along the church boundary wall aside the public footpath.

We are currently infilling a gap on the wooden structure on the pulpit to restrict young children's unnecessary access.

We have installed a stairgate at the base of the rood loft stairs as a health and safety requirement.

All Saints' Youth and Community Hall

Life at the Hall during 2021 was dominated by the Covid pandemic. The Hall was closed at the start of the year and was gradually re-opened in line with the government's easing of restrictions on certain types of groups during spring and summer, culminating in unrestricted opening on 19th July.

Paul Smith has been retained as the 'handyman' and continues to take care of the small jobs around the hall. Although decorating had usually been done on a two-yearly cycle, this was skipped in both 2020 and 2021 due to there being wear and tear because of the reduced usage.

In 2020, Price and Myers quoted for preparing an Invitation to Tender document for stabilising the wall cracks but made it clear they would be unable to undertake project management. ,The process has been put on hold following another year where the seasonal movement of the cracks was thankfully substantially less than in previous years.

The network link constructed in 2020 to allow Internet access from the church was modified so that the Hall end sender unit was mounted outside, heavily disguised. When the heating system maintenance visit fell due we discovered that the company who had provide this service for the last few years now had no suitably qualified staff and so at the end of 2021 we were still trying to identify a suitable company to carry out the work.

Finances were obviously impacted by the Covid-19 enforced closure but this was offset by a second Small Business Grant of £8,000 from SODC, for which we are very grateful to the Treasurer for working through the application process. Full finance details are presented elsewhere in this report.

The Office saw only minor works this year, but in 2022 we expect to have to replace the access system for the Guest wi-fi as the original supplier is no longer in business, although the equipment is still working. Occasional updating of the Terms and Conditions continued during 2021. On the staff side, Anne Philips remains as Hall Administrator and we are grateful for her commitment during a very difficult 2021.

Nicky Tarling is still employed as the cleaner but was placed on the Government furlough scheme for the periods when the Hall was closed due to Covid-19 related restrictions.

As usual, I would like to thank all the members of the committee for all their hard work and support throughout this difficult year.

Community Outreach

Revd. Debbie Lord has provided a report on community outreach in 2021.

Throughout 2020 and the first lockdowns we prayed and sought new ways to connect with those in the neighbourhood around All Saints' Church. This is in keeping with the thought from John 1 - '*The Word became flesh and blood and moved into the neighbourhood.'* As we journeyed into 2021, this exploration continued and it is precious to remember the many conversations and interactions despite the frequently changing covid restrictions.

In the early months of 2021, we became even more aware of families who were struggling during relentless weeks of isolation. It was acutely difficult for those having to work at home whilst home schooling their children. So, for Lent we put together activity bags to give out on the walkway by church. These were themed 'Share the Feast' and contained seeds to grow, baking and craft activities, story and song words around the Feeding of the 5000. Some were also delivered to families that we heard about from church members. Altogether Andy, Karen Palmer-Prickett, Tim Scane and I gave away 30 bags and there was an online activity (74 views). The feedback from families and others was full of gratitude, and so we set up more activity bags and online sessions for Holy Week and Easter (224 viewings), with activities at Pentecost too. I would like to offer my grateful thanks especially to Anne for her help with the publicity, and Etta and Margaret with other practicalities. I found it a hugely rewarding experience to have so many doorstep conversations, it was great to meet people in this informal way and get to know them better.

Moving into the summer months, the decision to hold picnics with percussion, parachute and other fun activities was taken. It is wonderful to have a church field! The first picnic on July 11th coincided happily with the Sunday we welcomed Sasha and Matt Reeves at the start of Sasha's curacy, and you may recall the happy sounds as Jenga bricks came tumbling down, ducks were hooked, and adults as well as children joining in the parachute games and percussion activities! Most of the families that came were drawn to the physicality of this, and we have taken this and other observations into

our conversations and prayer about the road ahead.

For many local people the idea of exploring the Christian faith is probably a bit strange, but the thought that they can join in with something does really appeal. This is partly due to special needs arising from the pandemic, such as loneliness, fear about the future, the challenges of simply keeping going when life is arduous. But it also arises because many more people have prayed during these strange times than in previous years, and with that begun to think more about personal key questions such as 'what is my life really for?', 'what is it worth?', and 'who do we belong with?'

We prepared for and publicised several more picnics over the summer holidays, a couple of which people did come for. And at the one on October 3rd at Harvest we held a Treasure Hunt which was really good fun. Special thanks to Karen, Tim, Sandra Pickworth, Sasha and Matt for all that they contributed to these happy get-togethers, providing activities, chatting and praying.

As Autumn progressed, a number of us continued to pray and think about how to connect with others, and with that came the realisation that we would need at some point to move from having 'small events' to a more regular gathering. We had learned from our various activities and conversations that a range of activities appealed to children and adults. Many people had enjoyed creative and musical activities as well as lively games, and time for some sort of food and drink! This new monthly gathering would be an alternative style to the 10 am service. Through the late Autumn, following on from prayer and conversations the decision to experiment with something new in February 2022 was taken.

At the end of the school term, we gave away Hot Chocolate to many on the school run. Tim provided flasks and cups, and with myself, Andy, Sandra and Karen made the most of opportunities to listen and chat as people warmed up! A week later, in response to a special request from our neighbours we held a wonderful 'Christmas Songs and Carols' event on the church field on December 18th. The beautiful backdrop, gazebos and decorations were provided by Jen and Dann Turner, Dawn and Rob Jackson. With them and others such as Robin Loynes we had an enjoyable time getting ready through the day. We want to send a huge thankyou to them for their generosity and kindness in all they did. Big thanks also to Julia Buckel and the gardening team for preparing the site beforehand, and for twinkly lights.

It was cold by the time we gathered to sing- you might remember that! In all about 100 people came including the much-appreciated team in the kitchen:

Madeleine, Etta, Margaret, Clare, Pat and Daphne who worked so hard making drinks and serving. Eleanor and Nick Hards delivered a huge amount of publicity to homes. They helped to steward the site with others, including the route inside church while people went to collect refreshments. Thanks to all, to church family who gave generously and prayed, and to Manor School for decorations in church. It was a very well received lively Christmas celebration.

One man chatting with Andy had been on his way to the pub and came to join the singing. As he left he called out 'God bless you all, you've made my Christmas!' Ruth Bennie (guitar and vocals), Hannah Lord (vocals), Simeon (saxophone) and I had a lot of fun playing and leading the songs, and Rob Armitage did us proud reading that delightful poem 'Twas the Night Before Christmas'! We remember the joy of all that, the fact that many people outside of the church family were involved, and that singing songs about Jesus as well as Santa has brought us closer together.

Lastly, we might remember our online Crib Service on Christmas Eve. Due to sudden covid changes we had to rapidly adapt from what had been anticipated. So thanks to Adam, Esther, Sue, Tim and Katharine Scane, Karen, Sandra, Peter, Hannah and Simeon for all your willingness to help retell the best Christmas story! Over 200 viewings were registered; we praise God that many people made use of the opportunity to think about Jesus coming to be one with us.

As I look back over 2021, the key themes in Community Outreach here have been listening and praying, imagination, shared giving and having fun. Let us continue to pray and thank God for all the ways He continues to work through us, and ask for His guidance and fruitfulness in the year ahead.

Vicar's Report

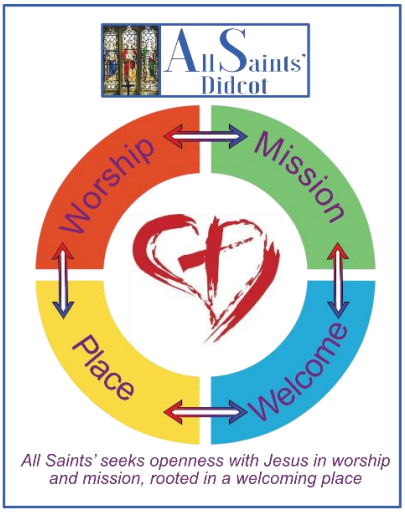
The last year has stretched us as we have gone through different forms of lockdown and Covid-19 regulations – with at least 5 different Covid Risk Assessments having to be formulated! For many of us, not being able to get out as we wanted and spend time with others has been a huge challenge. The impact of all this is still felt, even as we move out of the worst of the pandemic, thankful for the vaccines and starting to be able to plan more for the future. I am so grateful for all the energy and hard work put in by people at All Saints' to enable us to continue in worship of God and the service of others.

I have been struck by the image Jesus uses of the church as a vine (John 15) which is nurtured by love to flourish for the good of all. We are to abide in the Lord's Presence of love, in our worship and prayer, and through this know the joy that we can share in a world in which there are many difficulties. There is Jesus' comment about us being pruned back and thus the need for us to be honest about our challenges whilst encouraged by God's faithfulness. The Holy Spirit is sent to keep us with Jesus, listening to God's wisdom and sent out to help others. Whilst we are not perfect, this vision does seem full of realism and hope as we look forwards.

It has been great to welcome Sasha as curate at All Saints' in June – she and Matt are a valued part of our community and we appreciate their loving, thoughtful character and care for us all.

The need for further medical treatment has been a challenge, with Sasha gradually coming back online while isolating. We look forward to their fuller involvement in the life of the church, and in Sasha's involvement with new housing. She is taking over from Josie in leading the monthly ecumenical prayer group as we seek to grow in mission across our town.

Last year I noted that we had started a vision process when I arrived which was interrupted by the pandemic. Whilst we need to revisit this, the following diagram summarises where we got to:



I am so grateful to all who have enabled our worship to continue at All Saints' – our Church Wardens (Brenda and Tim),

PCC, Music Director (Paul), Choir, organists, sidespeople, those involved in refreshments and welcome. For part of our year, we were only able to offer online worship or with only limited numbers in the building. At most of our festival times (eg Easter and Christmas) we provided shorter online events for families, which were viewed by a good number of people in the community. Our Pentecost and Carol services in the field were a great success and way of connecting with people we had not been with for some time and with those locally who joined in. We also enjoyed celebrating Josie's 50 years of ministry which continues to inspire us.

We have become familiar with the hybrid of in-person and online worship and are grateful for the Diocesan grant and local gifts that have enabled us to update our computer equipment and provide services appreciated by many. Alastair's work on the WiFi has also been invaluable. It is important this continues as a way of supporting those unable to come into the building and in reaching out to new people. A number have joined us who are new or have not been so regular in recent years and others watch our services without comment but speak of how valuable it is. All Saints' continues as a place of welcome, if adapting as we go.

We have struggled to maintain our Sunday School, given the pressures on our leaders, but have been grateful to all those involved in reaching out to families through the activity bags and online events. It has been good to experiment as we seek to reach out in mission in the community. Debbie has taken a lead, with others, to enable us to share good news and meet local people not otherwise involved in the life of All Saints'. In a culture where church involvement is not on the agenda this is a prayerful commitment to relationship building, drawing people into activities that represent the next steps of faith. We are grateful for the new people coming to our 10am worship and continue to seek other patterns that help draw others in (notably a 2nd Sunday afternoon event during 2022). It has been lovely to see our Young at Heart and Natter Knitters groups starting up again, providing support and care for people and welcoming new people in.

Although it has not been possible to restart the Fellowship Group as yet, it has been great to see people attending our online courses for *Faith on the Frontline* and *Prayer Course* with thanks to Debbie's leadership in these. The monthly *Quiet Space* and the *Healing Group* have also been vital in our prayer and care for one another. It is important we deepen our lives of faith and this has been reinforced through a time where it has been harder to build in patterns of prayer, Bible study and worship. I am deeply grateful to all those involved in preparing and giving sermons – Tim, Sasha, Debbie, Peter S & Peter B. It has also been good to welcome placement students from Ripon College, Cuddesdon as they train for ordination and come alongside us here.

I want to express my grateful thanks to all who responded to our series on Generosity in the autumn. Given the challenging financial situation that we all face and the significant shortfall at All Saints', it has been amazing to see our

deficit reduced from an estimated £15,000 to about £3,000. Prayer and practical responses have come together in this and I appreciate all that Sue as Treasurer has given to keep us on track. We will continue to face challenges in this area and it will take time to restart our social and fundraising activities.

Our churchyard continues to serve many in the community and the Churchyard Working Group have been stretched but done a great work over the year. More volunteers always welcome! The process for closing the old parts of the churchyard has continued slowly through the year and should be completed in 2022.

We remember those who have died, particularly Robin Rees, who contributed so much to our choir, John Steele, Martin Harbor and others whose lives have enriched our own.

Personally, thank you for your care, support and encouragement for our family as we have adapted and sought to serve through the pandemic. We are grateful for the way you look out for us and continue to pray. May we know more of the grace of Christ in the coming year.

Curate's Report

Revd. Sasha Reeves writes:

It has been great to join you all at All Saints' Church this year. There have been many highlights since becoming Curate and there have, of course, been unexpected obstacles to face too, not least the pandemic and health limitations. That's the very real part of ministry and life together, isn't it? Despite what comes our way, we can be assured that Christ remains with us throughout it and that learning and growing is often the fruit of challenging times. I don't think that it was lost on God that during shielding I was putting together a sermon series on 'The Grace of Waiting' by Margaret Whipp.

Matthew and I have been grateful for the welcome we received by the congregation, from meals delivered upon our arrival, to your welcome gifts and asking how we're settling into Didcot. We feel we have much more to learn about Didcot as an area and in getting to know the community, but I am grateful too for my time doing ministry whilst shielding. It was a challenging, but fruitful time learning how to minister in fullness from a distance and to view it not as 'less' of ministry, but one shared with many members of the congregation who were also shielding.

Since being back at work face to face it's been a joy to be involved in baptisms and funerals, attend Wednesday Church, engage in further leading and preaching, and most importantly, fellowship with you all on Sunday mornings. There are many more groups and activities that I'm looking forward to joining in with over the coming months and developing a

fuller sense of life at All Saints' throughout the year. As you know, my curacy extends into also engaging with the new housing developments. The 'Ecumenical prayer group' that I coordinate feeds into this. Together with Christians across Didcot, we gather to pray for God's mission across the district and wider afield. It has been such an encouragement to see the involvement and prayers of many, even on a very blustery prayer walk around the new Ladygrove estates.

There is much more that I could say, but I'm looking forward to the year ahead, being Ordained Priest and celebrating the Eucharist for the first time along with taking Weddings. I'm pleased that All Saints' are the community in which all these events will take place.

Structure, Governance and Management

The Parochial Church Council is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure. The PCC is a Registered Charity.

The method of appointment of PCC members is set out in the Church Representation Rules. At All Saints', the membership of the PCC consists of the incumbent, the curate, licensed lay ministers, churchwardens, Deanery Synod representatives and members elected by those members of the congregation who are on the Electoral Roll. All those who are members of the congregation are encouraged to register on the Electoral Roll and stand for election to the PCC.

The PCC members are responsible for making decisions on all matters of general concern and importance to the parish including deciding on how the funds of the PCC are to be spent. New members receive initial training into the workings of the PCC.

Given its wide responsibilities, the PCC has a number of sub-committees each dealing with a particular aspect of parish life. These committees, which include worship and faith development, mission and outreach, fundraising, building development and the Youth and Community Hall management committee, are all responsible to the PCC and report back to it. Apart from the Standing Committee, which is the only committee required by law and has

power to transact the business of the PCC between its meetings as directed by the PCC, the sub-committees are advisory and do not have executive powers.

The PCC met for six scheduled meetings through the year. Continuing the response to the coronavirus pandemic introduced in 2020, the meetings were held via Zoom. In November, the PCC also met for an *ad-hoc* meeting focusing on providing its input to the Greater Didcot Review.

Annual Parochial Church Meetings are normally held just before or just after Easter. However, the Diocese permitted much-needed flexibility by extending the deadline for holding APCMs. All Saints' held its 2021 APCM on 18th July.

The Ladygrove Church

The Ladygrove Church, which is an Anglican/Baptist Local Ecumenical Partnership, is a parish in its own right. It is still, however, a part of the All Saints' benefice.

Deanery Synod

The Deanery Synod provides PCCs with an important link between the parish and the wider structures of of the Diocese of Oxford and the Church of England. The Deanery Synod is jointly chaired by an Area Dean and a Lay Chair. The Revd David Rice is the Area Dean and Mr Gordon Gill is Lay Chair. The Wallingford Deanery includes St Peter's Didcot, All Saints' and Ladygrove Didcot, Great Western Park, Harwell, Chilton, Cholsey, Moulsford, Hagbourne, Blewbury, Upton, South & North Moreton, Aston Tirrold & Aston Upthorpe, Wallingford, Crowmarsh Gifford and Brightwell-cum-Sotwell.

Meetings of the Deanery Synod in 2021 were once again impacted by the COVID-19 pandemic. Consequently, only two Deanery Synod meetings were held and four meetings of the Deanery Synod standing committee. In addition, a 24 hour deanery conference was held to progress the Mission Action Plan (MAP).

The first Deanery Synod meeting in March 2021 focused on 'unlocking' children, youth and family ministry'. The guest speaker was Yvonne Morris, who has worked for many years as the Diocesan Children and Family Ministry Advisor. She spoke about the report "Disciples Together" which was published in 2020 by Oxford Diocese.

The purpose of the conference, which was held in October 2020, was to bring together a number of clergy and lay people across the deanery to work out how to move the MAP forward. The MAP, which had been approved at the end of 2019 by the Dorchester Mission and Pastoral committee, has four key focus areas:

1. **Development of ministry to children, young people & families**
2. **Developing our outreach to new & settled communities**
3. **Development of appropriate patterns of worship**
4. **Development of the Ministry in the Greater Didcot Garden Town area, both financially & structurally**,

There were a number of key speakers at the conference, including Bishop

Gavin and Associate Archdeacon David Tyler as well as Yvonne Morris and Revd Charles Chadwick, Parish Development Adviser. In addition to further exploring the MAP, we spent some time thinking about the future of the Deanery and its sustainability. Some key points emerged from the conference, these being: relationship building, networking (cross-fertilisation of ideas, sharing experiences, working together), welcoming, hospitality, follow-through and the fact that parish boundaries are not important to people, especially the young.

There was a great deal of talk and support for online church, not just to deliver services to those at home but also for meetings, house groups, Bible and alpha courses, prayer meetings etc. However, it was felt there was a general problem getting children and teenagers back. And it was felt that children's ministry had been hard-hit since the start of the Covid situation.

The conference was generally seen as refreshing and stimulating and the chance for clergy and lay reps from all over the deanery to meet and reflect on the shared nature of mission was very valuable. It highlighted the benefit of exchanging ideas and identified how collaboration and networking within the Deanery structure would support and facilitate this.

One initiative emerging from the MAP was the creation of a program of Pilgrim Path walks across the deanery, to link parishes and benefices. This initiative had been started in 2020 but the walks were unable to go ahead as planned due to COVID-19. Fortunately, we were able to hold two of these walks in 2021, one being between Wallingford and Cholsey, attended by Bishop Gavin, and the other being at Blewbury. It is anticipated that a full program of walks will be launched in 2022.

The Deanery Synod meeting in November 2021 focused on developing the next steps of the MAP. Each of the four focus areas now has a 'champion' who will help to drive it forward. These are:

1) **Development of Ministry to Children, Young People and Families**; *Revd Kevin Beer, Vicar of Crowmarsh Gifford and Brightwell cum Sotwell*
2) **Development of Appropriate Patterns of Worship;** *Revd David Rice, Rector of Wallingford & Wallingford Area Dean*
3) **Developing our Outreach to New and Settled Communities**; *Revd Mark Bodeker, Vicar at GWP*
4) **Development of Ministry in the Greater Didcot Garden Town area, both financially and structurally**; *Revd Dr Andy Lord, Vicar of All Saints' Didcot and also Bishop's Adviser on Mission to the Designated Didcot Garden Town,*

Finally, the Parish Share for 2022 was negotiated; this highlighted that some parishes are struggling financially. For some parishes this is an ongoing problem, for others it is a direct result of the pandemic. A working party has been set up to look at Parish Share.

Ecumenical relationships

The church is a member of Churches Together in Didcot and District (CTDD).

Owing to the Coronavirus "Lock-downs" no events were organised, but

information was circulated, on the on-line services available and techniques being offered by Churches.

Didcot and District Christian Aid Committee was only able to organise e-envelopes, for Christian Aid Week, owing to the Coronavirus "Lock-downs". With addition of Gift Aid, £1,090 was given through the e-envelopes via six Churches, with £342,941 given Nationally. £1,550 was raised by the Chilton Plant sale.

A Coronavirus secure version of the Christian Aid Sponsored Walk took place, on the Downs, in October with six walkers from All Saints', Great Western Park and the English Martyrs' churches. With the addition of Gift Aid, this raised £715.

Safeguarding

We seek to be a church that provides a safe and secure environment for the most vulnerable in our church and in the wider community and, therefore, place major importance on the implementation of all safeguarding policies to enable this. We are working towards a vision where every member of the church sees themselves as a part of providing this environment for the most vulnerable.

DBS (Disclosure and Barring Service)

During the year the Church of England introduced a requirement that all members of Parochial Church Councils sponsoring activities for adults at risk or children have an Enhanced DBS clearance. At the time of writing, this has been carried out for all members of the PCC but one. Renewal is also now required for all DBS certificate holders after 3 years rather than 5, in line with the general practice for registered charities. We are very grateful for the efficient work that Tim Scane has carried out as verifier (viewing applicants documents to confirm their identity) over a short timescale to make this happen.

A number of additional people received DBS clearance for work with children, young people and adults at risk. The clearance provider for the Diocese is Access Personal Checking Services Ltd. as recommended by the Church of England.

Safeguarding Policies and Training

The recommendations in the Safeguarding Policy are adhered to in all activities relating to safeguarding and recruitment. The PCC has an ongoing Promoting a Safer Church Action Plan, which is reviewed annually, although during 2021 our usual activities were still being affected by the pandemic.

A copy of the Safeguarding Handbook is available in the Vicar's vestry and online. We follow its procedures for dealing with any safeguarding concern or allegation. We recognise the importance of being sensitive to any issues that may be raised and responding appropriately.

Training has continued on-line for those in the relevant roles; the highest level of training for each individual must be renewed after 3 years. There is a new requirement for all PCC members to undertake Domestic Abuse training. During the year, Eleanor Hards, the safeguarding officer, completed Leadership training and is due to renew Safer Recruitment and People Management training.

The Church of England from time to time also provides Safeguarding learning reviews arising from serious situations elsewhere.

Safeguarding issues

There were no major pastoral situations during 2021 that raised safeguarding issues.

During the year, the major safeguarding issue was still the Covid-19 pandemic and national and Church of England guidance was followed. Risk assessments were frequently updated, in relation to both the Church premises and the Youth and Community Hall. The approach was always to err on the side of caution.

Health and Safety

The impact of Covid is still having a great effect of parish life. Even with restrictions easing we are still needing to consider the health, safety and wellbeing of the congregation. During the last year, we have had no major accidents or near misses reported to us and we are still reviewing the measures we have in place.

Our biggest challenge is ensuring we can return life to normal while maintaining the safety and well-being of our more at-risk members. We are looking forward with hope to 2022 and more normality.

Administrative information

All Saints' Church is situated in Lydalls Road, Didcot. It is part of the Dorchester Episcopal Area in the Diocese of Oxford within the Church of England. The correspondence address for the church is: The Administrator, All Saints' Youth and Community Hall, Roman Place, Didcot, Oxon, OX11 7ER.

The website address is:
www.didcotallsaints.org.uk

The Didcot All Saints' Church Community Page can be found on Facebook.

PCC members who have served at any time during 2021 are:

Ex-Officio members:

Incumbent: The Revd. Dr Andy Lord
The Revd. Sasha Reeves (from July)
Associate Minister, GWP Church:
The Revd. Mark Bodeker
Wardens: Miss Brenda Andrews
Mr Alastair Adams (until July)
Dr Tim Scane (from July)
Licensed Lay Ministers:
Dr Nick Hards
Dr Tim Scane
Deanery Synod Representative:
Mrs. Alison Adams

Elected members:

Mrs Clare Hamer
Mrs Eleanor Hards
Miss Anne Phillips
Mr David Ralston
Mrs Sue Scane (Co-opted until July, Elected from July Treasurer)
Dr Peter Sumner (Secretary)
Mr Bertie Doy (from July)
Mr Andrew Jones (from July)

Signed:

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Revd. Dr Andy Lord

Date:

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Great Western Park Church Annual Report (for the period ended 31st Dec. ’21)

As I write this review, I note that it is two years to the day (23rd March 2020) since the first Lockdown began. Much has changed since then, however reflecting on the past year and before I am grateful that we have emerged pretty much intact. We are worshipping and meeting together physically enjoying the benefits that presence and direct fellowship provide. Our numbers have also rebuilt. As part of this re-emergence, we have settled back into our old building, grateful for the College’s welcome and a cupboard to store our equipment. We have moved a short distance from our original home in the UTC Café, now upstairs in their Sixth Form Learning Research Centre (LRC), enjoying greater flexibility and space in which to engage with our growing congregation.

As we get more comfortable in each other's company we are slowly easing restrictions on face coverings and intentional separation. We remain mindful of those who still feel vulnerable with plenty of ventilation, continuing to broadcast our services on Zoom with a recording of talks shared on our church YouTube channel. We realise that some of our 'old normal' ways cannot be brought back, but with cutting back comes regrowth, and we are grateful that we have seen increasing numbers of people return to us for worship and fellowship. This is borne out with progressively increasing numbers of those attending with a not insignificant percentage of newcomers.

As such, we have much to be grateful for. We have learnt what it means to care for and look out for each other and I am particularly grateful for those committed folk in our Pastoral Care Teams who have kept in contact and visited those on the edge of our church community. I also give thanks to God for our Life Groups which are the bedrock of our faith community. Not only have they continued to meet throughout the past year, but have maintained the essential elements of teaching, study, prayer, hospitality, and welcome which we see described in the New Testament as the Church developed in the 1st century. It is so encouraging that all our groups have kept going this past year, growing, and developing. Thank you again to our LG leaders who give so much to this important work.

It has not all been study and meetings. We have managed to keep ourselves sane with online quiz's and, when meeting up again, games evenings which have been lots of fun.

We have our first shared breakfast for this Mothering Sunday, inviting everyone to eat together and to welcome our newcomers.

We are also reintroducing community events which are so important to the life and purpose of our church (which is to be missional). Except for a very successful Carol service in early December, held outside UTC, we were unable to hold any other community invitational events during the year.

This is now changing. Looking ahead, we have planned events on Easter Saturday, joining with the GWP Community to celebrate the Queen's 70th anniversary and are hosting Beyond the Boundary after a two-year delay.

We have also continued to celebrate with others their special life events. It was a real joy to celebrate with Amos Pepler at his Naming Ceremony in March.

We joined with several other families at All Saints' Church leading Baptisms.

And, our very own wedding, joining with Hannah and Joel on their very special day, albeit celebrated someway away from Didcot!

Our new Bishop, Gavin Collins, joined us to lead a Confirmation service for Kath who witnessed her faith and service to God in a lovely service at UTC in January.

We also recognised another tenant of church life, that of prayer. I'm grateful to Fiona and Luke for agreeing to become our Prayer Co-ordinators. During this new year we will meet to discuss how might we involve others in developing regular communal prayer, perhaps reintroducing a monthly Pizza and Prayer evening. We will also consider how we might get together to 'explore Christianity', especially for those who have recently joined us.

Responding to changes in our church congregation demographics, which has seen a greater number of older folks joining our fellowship, we are keen to welcome them to our weekly services and Community Café. I am so very grateful to Sarah Russell for

managing the Café for us and doing such a great job in keeping our community informed of what is going on there.

As new care homes are built locally, we need to respond to residents coming to live in our neighbourhood. We are actively engaged with Alma Barn Lodge on Valley Park with opportunities to lead services and spend time with a growing number of residents. We also continue to build deep relationships with those living in Williams Place which has become a separate church community. Each week we offer a service of Holy Community to c. 10 regular attendees.

At the other end of the age spectrum, we are welcoming new-born babies born to our congregation. We have lived out these little children's first weeks of life, helping where we can and being blessed by their presence with us. It is so very exciting that we will soon have more children born to new parents, joining those who regularly spend time in our creche area.

Claire continues to be instrumental in care for Families and Young people and I'm especially grateful to her for her creativity and flexibility in grappling with many challenges throughout this Covid period. As we see our young people move into adolescence, we recognise the need to provide more specific provision for them. Our new Didcot wide Youth work, Echo, will help here but we must recognise the unique challenge of caring for our young people and their engagement with faith.

Keen to explore other ways of worshipping together it has been wonderful to introduce a monthly evening service of Praise and Worship. I am grateful to Hannah for leading this, as well as our music which, along with dedicated band members, enriches our life together.

How do we do all this? Frankly I'm never quite sure. What I do know is that it couldn't be done without the total dedication of a committed number of folks who give of themselves and their time so generously. Thank you to all of you who work so very hard. I do need to mention those staff members who work alongside me. To Claire whose energy is infectious and to the hard work of Deborah, we seem to get things done. But we are much more than just hard work. I must pay tribute to two of my closest colleagues, Kath and Andy, our two Church Wardens who have kept things going with me, and who support me in every way, such that we have continued to survive and flourish. I am so very grateful for all that you do. And to Pip who without her, little would get done. You are my biggest support and are always encouraging. Thank you.

Nothing is ever plain sailing, and we face a few significant headwinds. We have increasing Parish Share payments to make this year. Those who come to our church are amazingly generous. I am grateful to you for this. But the upward payment slope is steep, and we need to find innovative ways to generate more income to meet annual Share demands. We also face clergy reduction as the ability of others to meet their own Share declines. Currently there are vacancies (interregnums) in Harwell and Cholsey and I suspect growing pressure to restructure and reduce the number of paid clergy.

We must also recognise that fewer people are willing or able to volunteer for church work or community activities. This is perhaps a side effect of Covid, but will, inevitably, mean the church able to do less. If God is calling you to help, do come forward and talk to me.

In summary, I'm so grateful that we are back. I think that we are stronger somehow. I remain excited about what God is doing among us and expectant as we move into another year.

Mark Bodeker - March 2022

CONSOLIDATED ALL SAINTS' DIDCOT PCC ACCOUNTS to 31.12.2021

	2021		2020	
Income				
Church	86,194.91		54,019.68	
Hall	27,651.32		19,550.52	
		113,846.23		73,570.20
Expenditure				
Church	89,406.16		71,660.28	
Hall	14,125.28		16,037.85	
		103,531.44		87,698.13
Net Income & Expenditure		10,314.79		-14,127.93
BALANCE SHEET				
Fixed Assets				
Hall	431,524.50		442,044.33	
		431,524.50		442,044.33
Tangible Assets				
Church	181,990.92		168,995.63	
Hall	72,415.81		58,138.25	
		254,406.73		227,133.88
Liabilities				
Church	- 85,481.44		-63,282.05	
Hall	- 2,408.75		-1,657.23	
		- 87,890.19		-64,939.28
Total Asset		598,041.04		604,238.93
Represented by:				
Church - Reserves	96,509.48		105,713.58	
Hall - Reserves	501,531.56		498,525.35	
		598,041.04		604,238.93

DIDCOT ALL SAINTS' PAROCHIAL CHURCH COUNCIL

REPORT OF THE INDEPENDENT EXAMINER TO THE PAROCHIAL CHURCH COUNCIL OF DIDCOT ALL SAINTS

I report on the accounts of the Parochial Church Council for the year ended 31 December 2021 which are set out on pages 2 to 8.

Respective responsibilities of Trustees and examiner

The charity's trustees 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(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow procedures laid down in General Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of the independent examiner's report

My examination was carried out in accordance with the 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 the seeking of explanations from you as 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 statement

In connection with my examination, no matter has come to my attention:

1) which gives me reasonable cause to believe that, in any material respect, the requirements:

- to keep accounting records in accordance with section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act

have not been met; or

2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

B R Haines FCCA
for and on behalf of Haines & Company
Chartered Certified Accountants
and Statutory Auditors
Henderson House
Hithercroft Road
Wallingford
Oxfordshire
OX10 9DG

17/3/2022

REPORT OF THE INDEPENDENT EXAMINER TO THE PAROCHIAL CHURCH COUNCIL OF DIDCOT ALL SAINTS

I report on the accounts of the All Saints' Youth and Community Hall for the year ended 31 December 2021 which are set out on pages 2 to 4.

Respective responsibilities of the Parochial Church Council and examiner

The members of the Parochial Church Council are responsible for the preparation of the accounts. I have been asked to examine these accounts. The hall accounts are part of the accounts of Didcot All Saints.

Basis of the independent examiner's report

An examination includes a review of the accounting records kept by the Parochial Church Council and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and the seeking of explanations from you as members of the Parochial Church Council concerning 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 statement

In connection with our examination, no matter has come to my attention:

- which gives me reasonable cause to believe that the accounts are not in agreement with the accounting records;

- to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

B R Haines FCCA
for and on behalf of Haines & Company
Chartered Certified Accountants
and Statutory Auditors
Henderson House
Hithercroft Road
Wallingford
Oxfordshire
OX10 9DG

17/3/2022

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ALL SAINTS' DIDCOT

England & Wales - Charity number 1180992

Accounts

2020

Annual Report of the PCC

Didcot All Saints' Church

Introduction

Open to God

Open to Everyone

Open to Change

This report provides a reflection of the life at All Saints' and outlines the wonderful activities that all its members undertake in order to sustain our life of faith, prayer and fellowship. We extend a heartfelt thank you to everyone who makes All Saints' a warm and welcoming community.

All Saints' Parochial Church Council (PCC) has the responsibility for working with the incumbent, Revd Dr Andy Lord, in promoting the whole mission of the church: pastoral, evangelistic, social and ecumenical. The PCC also has responsibility for maintaining the church of Didcot All Saints', the churchyard and the Youth and Community Hall.

Objectives and Activities

The PCC is committed to enabling as many people as possible to worship at our church and to become part of our parish community at All Saints'. The PCC maintains an overview of worship throughout the parish and, through our Mission Action Plan, aims to witness to the love of God within the local community and the wider world. Our services and worship put faith into practice through prayer and scripture, music and sacrament.

When planning our activities for the year, we have considered the Charity Commission's guidance on public benefit and, in particular, the supplementary guidance on charities for the advancement of religion. In particular, we try to enable everyone to live out their faith as part of our parish community through:

- Worship and prayer; learning about the gospel and encountering God.
- Provision of pastoral care for people living in the parish.
- Missionary and outreach work.

We have drawn inspiration from the window of Martha and Mary, who illustrate the need for us to pause in prayer to enable action in the world. All Saints' seeks openness with Jesus in worship and mission, rooted in a welcoming place.

This last year has been dominated by the Covid-19 pandemic which has affected every area of church life. This rhythm of prayer/worship and mission/action has sustained us and enabled us to keep serving others. Our buildings have been less accessible in person, although more accessible online. They remain places of welcome that draw us to God.

All Saints' has been responsible for the legal overview of Great Western Park Church, which is designated as a Fresh Expression of Church. An annual report for the Great Western Park Church is given as an appendix to this report. The church became a Conventional District in January 2021.

Volunteers

We would like to thank all the volunteers who work so hard to ensure the smooth running of our church – its services, community outreach, the building itself, the hall and the churchyard.

In particular we would like to mention our churchwardens, Alastair Adams and Brenda Andrews, who have helped steer us through this pandemic year, providing wisdom and much practical help.

Achievements and Performance

Throughout 2020, the church community continued to build on the vision set out in the Mission Action Plan, reflected in our PCC subgroups. The four areas of focus are:

- Worship, prayer and faith development
- Mission and outreach
- Sustaining the work of the church
- Maintenance and development of the church buildings and environment

Worship, prayer and faith development

The coronavirus pandemic has affected the number of services we have been able to hold in the church building. We celebrated three baptisms and one wedding this year. In addition, we provided 15 funeral services of which only four were held in church with others taking place at other premises such as a crematorium.

The updated Electoral Roll, as presented to the 2020 APCM contained 70 members.

Music

2020 was a very challenging year for all of us, and not least musically.

Our normal pattern of rehearsals and services went out of the window overnight, but we are extremely proud of what we have managed to achieve despite the challenges of working remotely. The commitment of those able to contribute to the digitally based 'virtual choir' recordings has been admirable, amounting to countless hours of work from all concerned.

Since we moved to virtual singing, we have put together 108 hymns for the streamed services (plus the Eucharist setting, and Benedictus), generating in the process almost 100GB of data ....

The choir is greatly looking forward to being able to make music live again (once that is both permitted and safe), when the sound of voices singing together in worship will return in our building.

We are extremely grateful to Paul Hedley, our Director of Music, for all he has done in leading the virtual choir and in helping with relaying services from the church.

Prayer

Lottie and Peter Sumner continue to lead Quiet Space, giving an opportunity to a small group of people drawn from a number of churches in the town to gather for contemplative prayer. As with other church activities, the group needed to adapt to lockdown restrictions, with e-mailed reflections replacing meetings in the church building.

Over the past year the Healing Group, which is co-ordinated by Stuart Roberts, has kept in touch by e-mail to share requests for prayer and for monthly up-dates.

We would like to thank all who are involved with the Healing Group who have continued to keep in touch by phone and e-mail with those who need our support, either directly or through family and friends.

Hopefully, the group will soon be able to meet together again.

Faith development

A number of small groups began a Lent course using the *Helpful Habits* material for developing personal prayer. However, this was brought to an abrupt halt when the first lockdown came into effect in March.

Fellowship groups

The Monday Night fellowship group started the year by continuing to consider C S Lewis. In February, the group met for a fellowship meal at the Boar's Head. Unfortunately, the group has not been able to meet since the lockdown restrictions came into effect in March.

Sadly, the Natter Knitters weren't able to meet at all in 2020. They are really looking forward to meeting again and are hoping to celebrate the occasion with a lunch.

Young at Heart managed one meeting – an enjoyable Coffee and Cake in Jean Holderness' garden – before having to stop their usual get togethers. However, the group have been able to keep in touch by telephone throughout the various lockdowns.

Sunday School

Sunday school started the year, as usual, following the lectionary set for the year, but our sessions were cut short by the advent of the Coronavirus epidemic, in March. We enjoyed 'Christingle at Candlemas' in January and Elizabeth's baptism in February. Unfortunately, due to the Coronavirus lockdowns, we were unable to conduct any further Sunday School sessions for the remainder of the year. However, we are planning to resume our activities from September 2021.

Mission and outreach

In the light of the financial position of the church, the PCC reluctantly took the decision to reduce the amount of money given to missions and charities from 10% to 5% of its income. This led the Mission and Outreach Sub-committee to re-focus its strategy. The PCC has made a commitment to continue financial support to the TRAIN youth work project, which left only a small sum available for supporting other projects.

In response to the reduced budget, the sub-committee made a commitment to giving of time, talents and prayer for the organisations that All Saints' has traditionally supported.

The congregation was asked to provide information on the organisations that they are members of. This allowed a booklet to be produced that demonstrates the congregation is not just people who attend church services on a Sunday but are active within the community throughout the week. The various organisations are also highlighted in the prayer page of the news sheet.

Some of the initiatives arising from the sub-committee have led to increasing links with local families. These are discussed in detail in the section on community outreach given later in this report.

At the start of the year, Noreen Kennedy stood down from the sub-committee after many years of support. We are very thankful for all that Noreen has contributed.

The sub-committee has exciting plans for the future. If you would like to be involved in developing these plans you would be very welcome to join the sub-committee.

Schools

Having run school assemblies at both Manor and Stephen Freeman Schools at the start of the year, these came to an abrupt halt in March 2020: we are anticipating resuming these from September (2021).

Our relationship with Manor School has resumed, following the enforced quiet spell.

We supported a Prayer Space at Stephen Freeman School in February. Currently, we are in discussion regarding a potential Prayer Space at Manor School in the Autumn (of 2021). We also hope to host a Carol Service at All Saints Church, in December.

Bell Ringing

With three ringers (Bertie Doy, Andrew Jones and Peter Jones), we started the year ringing on most Sunday mornings and holding practices on Monday evenings as people's availability allowed.

Due to the COVID-19 pandemic no ringing took place from late March, with one exception – Andrew and Peter Jones (as members of the same household) recorded some ringing on two bells for use in the Christmas morning service.

23rd Didcot Scout Group

Unfortunately, we have no report on the scout group this year.

Didcot Garden Town

The Didcot Garden Town project has continued through 2020 and has highlighted a number of the larger projects such as the new road infrastructure money that has been obtained, business and research park developments, the Gateway project and improvements to the cycle network. A number of areas of Didcot are marked for more housing development with over 10,000 new homes either approved or under construction. The development on Valley Park, between Great Western Park and the A34, is delayed but there are still plenty of other houses being built!

There is a new advisory board for the Garden Town within the district councils and we have been encouraged to join Sounding Boards. Andy Lord, the Bishop's Advisor for Didcot Garden Town, attended the first of these and contributed some thoughts on how we need to link the big projects with local community activities. Ali Adams has been involved facilitating a number of conversations across the community. It has been good to hear about local concerns for the environment and more sustainable networks of travel.

The churches' response to the housing developments over 2020 have focused, at All Saints', on the appointment of Sasha Braun as curate to start in July 2021. She will be based at All Saints' but have time allocated to reaching out with others in new areas. The Laing's charity have very generously offered to provide housing for the long term that will enable us to be alongside others in developing community generally and in drawing people together in faith. It is great to have a personal involvement in these new areas. Ladygrove Church are reaching out to those moving into the new housing on the north edge of the estate. Great Western Park Church continue to engage with the council on the community buildings (with joys & frustrations!). Jonathan Mobey, Rector in Harwell & Chilton, has established a new Youth & Children's Work trust that draws together a number of churches from across Greater Didcot. This is seeking funding from the Diocese with the aim of nurturing our young people in faith and enabling them to reach out with the good news of Jesus.

Within the Anglican church, we have established a Great Didcot Group chaired by David Tyler, Assistant Archdeacon. This comprises the incumbents and meets every few months to focus on our joint mission across the growing Didcot area. It gives chance for us to share and learn together as we step out in faith. Reflections on the area continue to be a theme in the Deanery plan and work on this will be needed in the coming months. There is an awareness that the reduced income in many churches will bring challenges to maintaining the ministry and mission we would like.

Many agencies and charities have responded to the pandemic with great sacrifice and creativity and it was good to highlight the work of SOFEA and Didcot Food Bank in the All Saints' Harvest special online events. Interviews brought some of their work alive to us and we are encouraged to support them. We are also aware of the development of Didcot Community Partnership seeking to address many of the family issues raised before and

during the pandemic. It has been harder to build on some of the relationships with these agencies over this last year, when we have been unable to meet in person, and the demands on their time have soared. Yet we continue to seek creative ways forward together.

Sustaining the work of All Saints'

All Saints' Church

Total receipts on unrestricted funds were £54,019.68 of which £39,247.47 was unrestricted planned voluntary donations, and a further £8,493.96 was from Gift Aid. There was a deficit for the year of £17,640.60 before the transfer of £10,000 to the Building Fund, making a total deficit of £27,640.60. This was a further significant increase in the deficit from last year, which was £21,834.76.

The planned giving through the Parish Giving Scheme, Envelopes and banker's orders decreased again by 4.43% on top of the 3.7% decrease last year. Total income was down by 14.5% on top of the 7.63% compared with last year. This was partly due to the impact of COVID from March, which curtailed general collections, weddings and fundraising.

£71,660.28 was spent from unrestricted funds to provide the Christian ministry from All Saints' Church. This was a 4.53% decrease on 2019, which had increased 4.5% on the previous year. Much of this increase was due to the contribution to the diocesan parish share, which increased by 4.6% in the year. Maintenance and Running costs, which had been rising in previous years, were very similar to last year.

During the year, the total fund balances decreased from £139,353.81 to £105,713.58 of which £94,380.64 is unrestricted.

The Independent Examiner is Haines and Co. of Wallingford. The PCC's bank accounts are held with the

Barclays and NatWest Banks. The PCC is a charity registered with the Charity Commission.

The Youth and Community Hall

The running of the hall was disrupted by COVID during 2020, being forced to close from March 23rd.

Income was therefore significantly decreased with only £8,011.52 being received in fees, compared to £25, 705 in 2019. However, we did qualify for a Government Business rate grant for Community Halls, administered by the district council, which provided a further £11,539. The expenditure also decreased from £19,728 to £16,037.85, but many of the costs still remained even though the hall wasn't being used, including servicing and maintenance. This meant that there was still a reduced operating surplus of £3,512.67 prior to depreciation. This would not have been the case without the government support.

It should be noted that whilst there remains a surplus of assets over liability, we need to build up reserves for any major expenditure, especially as there remains significant cracking of the walls which remain under investigation and could be expensive to fix.

Reserves Policy

It is PCC policy to try to maintain a balance on free reserves (net current assets) to smooth out fluctuations in cash flow and to meet emergencies. The balance of the free reserves at the year end was £94,380.64, which is lower than last year.

The balance of £11,332.94 in the restricted funds is principally retained towards maintaining the building and meeting the upkeep of the churchyard. In addition, there is a restricted fund, held for Great Western Park Church, which had a year-end balance of £62,027.05.

It is our policy to invest the short-term investment fund balances with the CCLA Church of England Deposit Fund.

Maintaining and developing the church building and churchyard

Churchyard

Throughout the year, a slightly smaller team of volunteers have continued to work regularly, once or twice a month, to maintain the churchyard. Covid 19 has affected our numbers, with some volunteers needing to shield to protect themselves or others, and so we were not able to tackle any bigger projects, but instead continued to do our best to keep the churchyards mown and tidy.

We continue to establish level grass over the graves, when 'man-power' is available, in order to make mowing safer and easier. Another casualty to Covid was our annual Big Tidy Up where we usually tackle the heavier things such as boundaries with a larger group of helpers.

Sadly during the course of the year we have lost several of the rowan trees in the church field due to disease, and strong winds have ultimately brought them down. We now have the opportunity to think about whether they should be replaced, and if so, with what type of tree.

The two wooden seats in the new churchyard have also succumbed to age and rot, and so we need to think about appropriate good-quality replacements. They are appreciated by visitors who come to tend graves and like to sit a'while.

In terms of other maintenance, we still have an amount of outstanding lime mortar work throughout the churchyard which has been delayed. The work is very weather dependent and requires specialist contractors.

Other projects delayed by Covid were the new cremations memorial area on the eastern side of the new churchyard, and the replacement of the church bell tower ladder. We hope to get these moving along again in 2021.

As we mentioned last year, the average age of the group is creeping evermore upwards and more younger volunteers are urgently needed to help us keep our churchyards tidy, safe and welcoming.

The possibility of the front and north churchyards being formally closed is ongoing. If they can be, then the town or district council will take over the maintenance at a basic level.

Church Path and Lighting Project

With all permissions in place and a contractor agreed, works started on site 10th February. Firstly, the uneven Yorkshire stone path leading up to the church porch was lifted and removed from site - later sold on and monies received ploughed back into the project. Some of the better stone slabs were used to form the entrance aprons under the lych gate and adjacent the porch. With better path gradients this enabled us to lay a level entrance into church so removing one of the steps up into the porch - that then delivered easier access for all. The coloured tarmac path was soon laid linking these two York stone aprons. A gravel path was then constructed to link the front of

the church around to the hall, so giving a clean sound surface under foot. Jennifer & Stuart Roberts kindly donated a tonne of fine gravel so that the existing path between the hall and churchyard could then be resurfaced.

New Lighting standards were installed in late March so that the footpath could be illuminated from the lych gate straight through to the hall. New improved lights were also fixed to the west side of the church. Final electrical connections were completed on 20th April, which included automatic summertime adjusting timeclocks. These works have vastly improved people's ease of access around the church, especially during the hours of darkness.

The reactions to the finished project have been great - easy, safe access throughout and removal of so many trip hazards. The lighting in the evenings making access feel a lot safer.

The final cost of the project was £41,850.64 but after the benefit of various grants All Saints' paid £13,793.14, making a significant long term improvement with excellent value for money. This was only possible with the hard work of Sue Scane and Ali Goodall who secured a grant towards the project of £22,000 from FCC - they distribute landfill tax to help fund community projects. To release this grant a 11% contribution had to be paid by a third party, so I would like to thank Sue Scane and her family for this generous donation to make this project happen.

Noticeboards

After all the various planning and DAC permissions were in place, two new noticeboards were installed at All Saints' during the summer: one in the current churchyard and another on the approach to the hall. We would like to thank Julia Buckel for all her effort in sourcing and getting these two useful noticeboards into the ground. They have proved very useful in this past year with keeping people up to date with what has happened within church and all the changes that we have all had to cope with. They are also vital in displaying our various churchyard rules - these in turn help our volunteers who maintain our grounds at All Saints. In the future they will also advertise events at church and within the hall. The cost of both boards was just over £2,500.

Tree works

After a tree inspection, we have found that several trees needed professional work. A severe storm last year damaged a few trees including many of the Rowan trees lining the church field margin; unfortunately these trees were also badly infected with Ganoderma fungus which made them vulnerable to wind damage. The remaining three Rowans will be felled and we will look at replanting in the future - perhaps we could think of individually sponsoring a tree to replace those lost?

The ancient Yew, which has a Tree Preservation Order, will have some specialist work as multiple new growths on the trunk have grown then failed after strong wind have rocked their attachment points. There will be a reduction in the canopy to allow fewer but stronger branches to grow and mature.

SODC has granted planning permission for all these works to go ahead.

Bell Tower Ladder

It was highlighted that we needed to replace the bell tower ladder for Health and Safety reasons. We have had a couple of quotes for this work and a DAC faculty to proceed with the works has been applied for.

The replacement ladder will be made of aluminium and powder coated brown to match the oak beams. It will pivot at the top of the bell tower so allowing it to be pulled back in position much like a standard ladder. It will have a lower section which will slide down to anchor on the floor. There will also be a protective section so that when in the rest position against the wall it cannot be climbed. The current wooden ladder is vertical and attached to the cross beams so that you can't actually use some of the rungs as you climb up, hence the architect recommending this safety improvement for access. We look forward to seeing this being installed during 2021.

All Saints' Youth and Community Hall

Demand for Hall hire continued to be strong at the start of 2020 and many booking requests had to be refused due to the shortage of suitable booking

slots. However, the Covid-19 pandemic caused the Hall to be abruptly closed in March when national lockdown started and it remained closed until September 13th.

The second lockdown meant that the Hall had to close again on 5th November and it was still closed at the end of 2020. As the lockdown eases and the Hall fully re-opens, we hope to re-organise some regular booking times in order to allow more efficient usage of the facilities.

The PCC remains extremely thankful to the volunteers on the Hall management committee for ensuring the hall operates smoothly. Some routine maintenance and general tasks continue to be carried out, as required, by Paul Smith on an hourly rate, others are done by volunteers.

During 2020, monitoring of the wall cracks revealed seasonally cyclical movement as previously. One new thin crack appeared on the east wall at the south end.

Following advice from Price and Myers, three trial pits were dug around the North and East walls to establish the integrity of the footings. It was established that at the NE corner (where the cracking is worst) the footings were indeed faulty with the block work overhanging footings and what appeared to be some loose rubble between the bottom of the blocks and the top of the footings. Although no immediate work was necessary, Price and Myers recommended traditional underpinning for about 20m along the N and E walls. They quoted for preparing an Invitation to Tender document but are unable to provide project management services for such a project.

In August, a wireless network link was constructed to allow Internet access from the church, which required two additional mains power sockets to be installed above the chair cupboard in the main hall. A small amount of work was carried out in the office to facilitate the wireless network connection to the church.

Finances were obviously impacted by the Covid-19 enforced closures but this was offset by a Small Business Grant of £10,000 from SODC, for which we are very grateful to the Treasurer as the application process required substantial work. Full finance details are presented separately. Nicky Tarling is still employed as the cleaner but was placed on the Government furlough scheme for the periods when the Hall was closed due to Covid-19 related restrictions.

Updating of the Terms and Conditions continued during 2020.

Helen Barrett resigned at the start of the year and Anne Phillips was employed as temporary administrator. In October, a formal recruitment process was undertaken resulting in Anne being employed permanently.

Community Outreach

Revd. Debbie Lord has started a ministry as Priest in the Community and has provided the following report on what was done in 2020.

Having followed God's call to come to Oxfordshire in August 2019, we were, at the start of 2020 beginning to find our way around our new surroundings, getting to know neighbours and church family and enjoying the experience! Throughout those early months the call to pray for Didcot and especially those yet to discover God's love for themselves took us into new and varied conversations. This adventure continued even through the subsequent unexpected global pandemic, as all of us grappled with the challenges that each lockdown brought. To say that 2020 was an unprecedented year of change is of course an understatement. But even though there was and still is much to ponder, grieve, and learn from in the sorrows of 2020, there is also reason to give thanks and remember with gladness. God is no stranger to human suffering and displacement, and as I look back through some of the activities we participated in, I see creative and warm grace notes which are signs of His presence in the life of our community.

Alongside the online Sunday services that Andy and others contributed to, Hannah, Simeon and I offered Midweek Worship; contemporary songs, prayers and a short thought for the day which were taken up by a variety of people, not all of them previously connected to any church. We were encouraged by the number of people tuning in and also the amazing way that senior citizens- local and further afield- had risen to the challenge of learning how to use social media. Despite the limitations, these new-to-many forms of communication became a life line. And so we took these observations into our prayers, and thought about crafting new forms of worship. Thy Kingdom Come 2020, a global prayer movement was an opportunity we responded to, and our two online sessions featured readings, songs, and reflection around the thought that we as believers are called to pray for others to discover the Christian faith. It was heartening that so many church members joined in; our prayer life was strengthened.

Around this time, as a family we were getting to know our neighbours better through distanced conversations after the weekly NHS clap, and social media chats. It was an absolute treat to share musical moments from our driveway as the nation recalled VE Day, and wave at our neighbours as we enjoyed cream teas in our own safe spaces. We were becoming aware of each other's hobbies and interests, and it was obvious that people were really glad of the contact, even though it had to be at a distance. It made me aware that one of the big challenges in the pandemic was that there was nothing to look forward to for so many people. It was impossible to predict when life might 'return to its previous reality'. And with this thought and the growing sense that sharing creative gifts could help to bring fresh purpose, deeper relationships and hope, I spent time thinking about Harvest and ways to include and encourage a different kind of celebration.

During July and August we started to prepare for an online community Harvest Festival. We called it 'Didcot Harvest Past and Present' and with the help of many people arranged for special zoom events on 25th and 27th September. Our wonderful guest presenters, Stewart and Carol Henderson, offered us encouragement, humour and literary input along the way, and we began filming conversations with church members and local farmers about their harvest memories and current harvest activities. These conversations were incredibly informative, and Hannah, Simeon and I really enjoyed the learning curve of filming; there was such warmth and welcome! Thank you to everyone who contributed. As relative newbies to Didcot we were learning about its history and geography, the challenges and richness of rural life past and present. It was also interesting that many people who have lived here for decades said that they discovered things from our subsequent presentations that they did not know! With regards to mission, this was a listening phase, and it has fed into our understanding of what makes Didcot the evolving place that it is. It is also the case that our participants showed courage and a willingness to do something new, and for that we give thanks. Following the call of God to bless our neighbourhoods does involve stepping out of our comfort zones, and all of us have a part to play!

Into the mix of interviews, poems and history came some wonderful creative offerings: a huge collection of photos which people shared of their lockdown adventures growing plants veg and fruit; a 'guess the weight of the lardy cake' competition; potato juggling challenge (enjoyed by children and adults alike I recall!); a 'make an NHS Rainbow from fruit veg and flowers' photo opportunity; lively jazz from Simeon; specially recorded music from the choir; photos from Wantage Mill (one of the oldest left in the country) and interviews with Richard Kennell from SOFEA and Andrew Snell at Didcot Food Bank to bring the harvest provision stories bang up to date. Our online events would not have been possible without the care and computer expertise that Andy and Hannah contributed; editing film clips, sticking things together online and masterminding these events was an epic task. But it was such a worthwhile venture, and so many people who joined in were so glad to have been part of it. Our Friday night session showcased the many creative gifts in our community, and on the Sunday session we reflected on the story of Ruth, an Old Testament refugee who discovered the goodness of God during the barley harvest in Bethlehem. It seemed fitting as barley harvests in OX11 are a significant happening, and our prayer is that over time more people

will come to discover the goodness of God in a personal way, just as Ruth did all those centuries ago.

The next step after this was crafting for an online Advent Calendar of Light. We had realised that sharing photos was something our wider community likes to do, and the idea was to provide something reflective that people could use in the run up to what was going to be a very different sort of Christmas. Our launch event on Advent Sunday with the Hendersons as guest presenters again included Carol's wonderful poem 'Unimaginable Light', a conversation about her iconography, and Stewart's poem 'Christmas Magnificat'. Our Calendar was updated daily on YouTube and had a photo, specially recorded music and a thought for the day. So many people sent us pictures on the theme of light that it was a challenge to choose from them, but the calendar featured pictures from near and far! We are hugely grateful to Mike Kendrick and team at Wild Shots Outreach, based in Kruger National Park S.A. who sent absolutely stunning photos taken by African teenagers. If you want to know more about their vital conservation work please follow the link-
https://www.wildshotsoutreach.org/

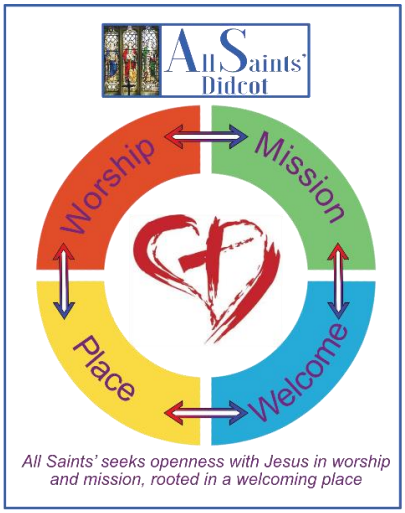
And behind all these activities was prayer. Grateful thanks must go to the small group of people who committed to pray for all these activities, asking that God would bring hope and light to many homes. We finished 2020 with joyful distanced filming of Harry and Freddie talking about their Christmas hopes, and their understanding of who baby Jesus is. Another reminder that we all have a part to play in sharing the Good News in our communities-however young or old we are! For that is the best news of all; *God moved into the neighbourhood, became one of us so that we might know his friendship and goodness in life's adventures.*

We have continued to reach out especially to families with children at

home since then, and are excited about the opportunities ahead.

Vicar's Report

At the start of 2020, I had been at All Saints' for four months and we were reviewing our life and mission together, which was helping me settle and understand what everyone valued about All Saints'. This was interrupted rather suddenly by the pandemic that changed everything whilst also perhaps highlighting more clearly what we wanted to hold onto together. I came back to reflect on all that had been shared in November and came up with the following diagram:



We value All Saints' as a place of welcome, seeking to develop worship for the regulars and mission in the community. The side chapel window of Mary and Martha continues to speak to me of our desire to keep together the closeness to Jesus in prayer and worship with the active mission in our local (and wider) community, seeking to serve and witness in Didcot and beyond. We have collected a great list of the community groups that we are each involved in and put together a cycle of prayer that embraces these alongside our mission charities, community concerns and individual

needs. At the heart of our life is the love of God seen in Christ.

During the pandemic we have continued these same themes, if in different ways. Our worship moved online and become more varied. We have had challenges with streaming from church but great work has been done on this by a number of people; the virtual choir has kept us in touch with familiar voices lifted up in worship – thanks to Paul for a huge amount of work on this; Quiet Space has provided monthly reflections at home – thanks to Peter & Lottie; the Healing Group with monthly prayer themes via email – thanks to Stuart & Jennifer; and we have tried shorter YouTube worship from home – with thanks to Debbie, Simeon & Hannah. In the early months, I provided reflections each week to help us think and pray through the challenges, which have now transformed into a monthly ministers letter. We have settled into a routine of weekly Facebook live services and tried Zoom services around Easter, Ascension and Thy Kingdom Come. Plenty of learning going on! Our faith has often been stretched but this is so often the invitation to growth. We are encouraged to be honest about what we have lost and found so difficult and to see the God who is found in the wounded Christ who embraces us.

Mission in the community has become more challenging with the distancing and lockdowns, although phone calls, Zoom and help with food and transport have made such a difference for people. With the significant challenges families have faced, we have tried a mix of online specials around the festivals with activity bags distributed to a growing number of children, many of whom have not been regular at All Saints' (with thanks to all involved in this). Who knows where this will lead! We did some brilliant Harvest online specials that drew on the wisdom of many at All Saints' as well as those in the farming community and local food charities.

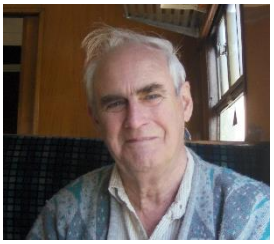
Although we have not been able to welcome people into our church building, we continue to welcome people virtually and have seen a number of people become regular at All Saints' over Facebook who were not before. Our weekly Zoom chats have been invaluable in sustaining the lives of those of us involved, providing a place of care and prayer. All those people who phone round regularly have been doing an invaluable ministry that has helped sustain us.

Thank you so much to our Church Wardens, Brenda & Alastair, who have been an active tower of strength over the year. All the cleaning, organising, WiFi fixing, building care, wisdom, support and so much more have been much appreciated. Thanks also to everyone on the PCC as we have mined the depths of detail in Government guidelines to try and make sense of the next steps! Thanks to Sue as Treasurer, who has been a wise guide through a time when our income has gone down significantly and we are reliant on our reserves (a hint to review your giving!). ,We have all appreciated the time put in by the choir, by those who have learned how to record

themselves reading & interceding, and those who have kept the churchyard in such good repair. Thanks also to Anne in the office – she stepped up after Helen left as our Administrator into what has been a challenging year and has done so well! She has enabled us to open the Youth & Community Hall when guidelines have allowed, alongside the grants that Sue Scane has been able to obtain to maintain this vital community building. Personally, I have also benefitted from the support of Josie, Mark, Hugh, Tim, Nick, and of course Debbie(!), as our local ministers who have given above and beyond through the year.

Some of our plans have been inevitably on hold in regard to our buildings and churchyard but we have begun the process of closing the old parts of the churchyard (in front of and behind the building) which were full in the 1960s. This does not prevent burials in existing graves but the maintenance will transfer to the Town Council.

We do continue to give thanks for those who have left this life in the secure hope of resurrection life with Christ. This last year, amongst others, we remember Philip Shipman who served All Saints' and GWP in many ways over the years.



I have been pondering what we have been learning over this very unusual year. In many ways we have simply kept going, sought to keep sustaining ourselves in worship and caring for those around us. The months have rushed by, from lockdown to lockdown, from hot sunshine to dull winter months. Through this we have been forcibly reminded that the Christian faith is lived out primarily in the places we live and amongst the people we meet (our 'frontline'). The church, as a gathering of Christians, exists to resource and nourish this kind of practical and outward looking faith. All Saints' has sought in different ways to resource our Christian lives with God.

We need resources for prayer and worship that are not limited to the building, but help us at home, with our families, in the challenging places. How might we continue and extend our online offerings and activity bags?

We need ways of supporting life in Christian community even when our community is distanced due to pandemic or the more general health and practical realities. How can we deepen our sense of community together?

We need to sustain lives that act for the good of others and resist the constant temptation to withdraw. How can we reach out in mission when our resources are limited?

These are questions that might guide us as we gently ease out of the restrictions. A common theme in a number of discussions in recent weeks has been that of prayer. The need to encourage one another in our lives of prayer, to deepen our experience of God, to know Jesus close by, to seek the provision of the Holy Spirit. I am so thankful for the Lord's provision over this last year, a year which was not what we expected when we arrived in Didcot! It has been great to get to know

you better and we much appreciate your kindness to our family.

This coming year we look forward to Sasha joining us as curate, with Matt, and we pray for grace, wisdom, steadfastness and hope as we walk together with Jesus.

Structure, Governance and Management

The Parochial Church Council is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure. The PCC is a Registered Charity.

The method of appointment of PCC members is set out in the Church Representation Rules. At All Saints', the membership of the PCC consists of the incumbent, licensed lay ministers, churchwardens, representatives on Deanery Synod and members elected by those members of the congregation who are on the Electoral Roll of the church. All those who attend our services / members of the congregation are encouraged to register on the Electoral Roll and stand for election to the PCC.

The PCC members are responsible for making decisions on all matters of general concern and importance to the parish including deciding on how the funds of the PCC are to be spent. New members receive initial training into the workings of the PCC.

Given its wide responsibilities, the PCC has a number of sub-committees each dealing with a particular aspect of parish life. These committees, which include worship and faith development, mission and outreach, fundraising, building development and the Youth and Community Hall management committee, are all responsible to the PCC and report back to it. Apart from the Standing Committee, which is the

only committee required by law and has power to transact the business of the PCC between its meetings as directed by the PCC, the sub-committees are advisory and do not have executive powers.

The PCC met for six scheduled meetings through the year. After the introduction of lockdown restrictions from March, most of these were held over Zoom. The PCC also met for a number of shorter *ad-hoc* meetings mostly in order to approve risk assessments for use of the church and the hall.

Annual Parochial Church Meetings are normally held just before or just after Easter. However, the Diocese permitted much-needed flexibility by extending the deadline for holding APCMs. All Saints' held its 2020 APCM on 11th October.

The Ladygrove Church

The Ladygrove Church, which is an Anglican/Baptist Local Ecumenical Partnership, is a parish in its own right. It is still, however, a part of the All Saints' benefice.

Deanery Synod

The deanery synod provides PCCs with an important link between the parish and the wider structures of the church. The Revd David Rice is the Area Dean for the Wallingford Deanery, which includes Didcot (St Peter's, All Saints', Great Western Park and Ladygrove), Harwell, Chilton, Cholsey, Moulsford, Hagbourne, Blewbury, Upton, South & North Moreton, Aston Tirrold & Aston Upthorpe, Wallingford, Crowmarsh Gifford & Brightwell-cum-Sotwell.

Meetings of the deanery synod in 2020 were interrupted by the COVID-19 pandemic. Consequently, only two deanery synod meetings were held and four meetings of the deanery synod standing committee.

The main focus of the year was to progress the mission action plan (MAP). This was an important piece of work, designed to support the mission of individual parishes and guide the life of our synod. The MAP is designed to help the deanery to focus on the issues considered important at PCC level in order to reflect these up to the diocese, providing vital input into Bishop Steven's Common Vision. The MAP was presented to the Dorchester Mission and Pastoral Committee in October 2020 and was well received.

Our MAP has four key focus areas:

1. **Development of ministry to children, young people & families**
2. **Developing our outreach to new & settled communities**
3. **Development of appropriate patterns of worship**
4. **Development of the Ministry in the Greater Didcot Garden Town area, both financially and structurally**,

One initiative emerging from the MAP was the creation of a programme of Pilgrim Path walks across the deanery, to link parishes and benefices. Four walks were planned as part of this programme, these being Blewbury, Wallingford, the Astons and Didcot/Hagbourne. Each pilgrimage was planned to start and end with prayers and refreshments would be

included. Unfortunately, this programme was brought to an abrupt halt by the pandemic and will be rescheduled at a later date.

Another initiative to emerge was the Youth Initiative, working to develop a standalone Youth Trust to better equip secondary age youths; this involves churches in the Greater Didcot area and ecumenical partners.

At the meeting on the 11th of March 2020, Rachel Brockie spoke about the work of The Children's Society and how some children today live through some awful experiences. The Children's Society help by campaigning for law changes to make life safer for children at risk, helping children to access the mental health support they need, striving to stamp out the trafficking of young people and criminal exploitation etc.

The meeting on the 24th of November 2020 focused on developing the church online, acknowledging that most churches had introduced an online service facility at some point since the start of the pandemic. The guest speaker was Revd Matt Hogg from St Alban's, Fulham who spoke about online church, particularly social media, and how that can be used to connect with people, including those who attend church physically.

Finally, the Parish Share for 2021 was negotiated; this highlighted that some parishes would not be able to meet their parish share in 2021 and that others would struggle. For some parishes this is an ongoing problem, for others it is a direct result of the pandemic.

Ecumenical relationships

The church is a member of Churches Together in Didcot and District (CTDD).

A Women's World Day of Prayer service was organised in March. Plans were also drawn up for an Ecumenical Lent Study Group but that had to be cancelled.

Options were investigated for Good Friday, and Contact details for all Churches circulated for Easter.

Information was circulated to Church leaders on Services During Coronavirus.

We have not been able to have meetings of the enabling group (committee) or an AGM, due to the Coronavirus, but the offices have continued.

Andrew Jones continues as Convenor (chair).

The Didcot and District Christian Aid Committee, D & D Christian Aid, was not able to organise anything for Christian Aid Week, but information was circulated.

A Coronavirus-secure version of the Christian Aid Sponsored Walk took place in October, on the Downs, and that raised £1,118, with £430 from All Saints and £372.50 from Great Western Park. The Chilton Plant Sale raised £595.

Safeguarding

We seek to be a church that provides a safe and secure environment for the

most vulnerable in our church and in the wider community and, therefore, place major importance on the implementation of all safeguarding policies to enable this. We are working towards a vision where every member of the church sees themselves as a part of providing this environment for the most vulnerable.

DBS (Disclosure and Barring Service)

During the year, a number of additional people received DBS clearance for work with children, young people and vulnerable adults. The clearance provider for the Diocese is Access Personal Checking Services Ltd. as recommended by the Church of England. We are very grateful for the work that Tim Scane has carried out as verifier (viewing applicants' documents to confirm their identity) and keeping track of when people are due for renewal.

Safeguarding Policies and Training

The recommendations in the Safeguarding Policy are adhered to in all activities relating to safeguarding and recruitment. The PCC has an ongoing Promoting a Safer Church Action Plan which is reviewed annually, although the pandemic reduced our usual activities.

A copy of the Safeguarding Handbook is available in the Vicar's vestry and online. We follow its procedures for dealing with any safeguarding concern or allegation. We recognise the importance of being sensitive to any issues that may be raised and responding appropriately.

Training has continued on-line for those in the relevant roles. Eleanor Hards, the safeguarding officer, has completed all the required training.

The Church of England from time to time also provides Safeguarding learning reviews arising from serious situations elsewhere.

Safeguarding issues

There were no major pastoral situations during 2020 which raised safeguarding issues.

During the year, the major safeguarding issue was the Covid-19 pandemic. National and Church of England guidance was followed at all times, with frequent updating, in relation to both the Church premises and the Youth and Community Hall.

Health and Safety

David Ralston has taken over responsibility for health and safety; many thanks to Peter Baker for all that he has contributed over the years.

Covid-19 has created challenges to both the church and the hall. One positive outcome of the pandemic is the reduction in risk owing to fewer people being in or around the premises. No accidents were recorded during the year and no Test and Trace contact notifications were linked to either the church or the hall. There is an expectation that further challenges will arise as the lockdown restrictions are lifted.

A lot of effort was put into production of coronavirus risk assessments for both the church and hall. In all cases, these were produced in the light of both government and Church of England guidance.

A big thank you to David for drafting the assessments and to PCC members for making time for online meetings to approve them.

We continue to look at issues around accessing the bell tower and other areas presenting fall-from-height hazards such as using the staircase giving access to the old Rood Loft.

Administrative information

All Saints' Church is situated in Lydalls Road, Didcot. It is part of the Dorchester Episcopal Area in the Diocese of Oxford within the Church of England. The correspondence address for the church is: The Administrator, All Saints' Youth and Community Hall, Roman Place, Didcot, Oxon, OX11 7ER.

The website address is:
www.didcotallsaints.org.uk

The Didcot All Saints' Church Community Page can be found on Facebook.

PCC members who have served at any time during 2020 are:

Ex-Officio members:

Incumbent: The Revd. Dr Andy Lord
Associate Minister, GWP Church:
The Revd. Mark Bodeker
Wardens: Mr Alastair Adams
Miss Brenda Andrews
Licensed Lay Ministers:
Dr Nick Hards
Dr Tim Scane
Deanery Synod Representatives:
Mrs. Alison Adams
Mrs Eleanor Hards (until October)
Mr. Andrew Jones (until October)

Elected members:

Mrs Julia Buckel (until October)
Mrs Clare Hamer
Mrs Eleanor Hards (from October)
Miss Anne Phillips
Mr David Ralston (from October)
Mrs Sue Scane (until October, co-opted November, Treasurer)
Dr Peter Sumner (Secretary)

Signed:

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Revd. Dr Andy Lord

Date:

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Great Western Park Church
A heart for the community

Great Western Park Church annual review 2020

Summary

As I write this update to the previous report prepared in October 2020, quite a lot has changed. We are planning to begin worshipping together (23rd May – Pentecost) and to do this in a new building, the GWP District Centre. Lifting of restrictions is also enabling us to plan for the reopening of our Community Café and to begin to welcome back families, who we have sadly missed during this pandemic. Meeting together virtually has ensured that the life of the church has continued, but not everyone has been able to engage with this. Like many other Churches and charity based groups, children (their parents) and those unable to manage Zoom or the internet generally have found this medium difficult (and tiring). It is one of our priorities that we reengage with these groups immediately we begin to gather again. As such, intergenerational services and a return to Morning Prayer and services of Holy Communion at Williams Place will be our primary focus.

Up until now, our 'live', interactive services have continued each week with a blend of contemporary worship and praise. We have focussed our bible teaching and sermons on the experience of new church congregations in the New Testament, forming in Jerusalem and in Philippi. More recently we have been looking at unanswered prayer and when God seems silent or absent. This has linked in with Life Group meetings where we have been working our way through Pete Grieg's Prayer course(s). Our services have catered for all-ages, although we recognise the difficulty for children and young people to concentrate on a live-streamed service delivered on a small screen. That said, we have enjoyed the

interactive activities which have taught bible stories and bible themes in simple, yet effective ways. We have also maintained two separate congregations with the main Sunday congregation adopting technology to meet, while those at Williams Place sharing a weekly reflection service which has been faithfully printed and distributed by staff to around a dozen residents who have worshipped from the safety of their own apartment. We have continued to offer regular reflections to our church community via a weekly Newsletter, with contributions from several of our congregation. We also meet each week for coffee and chat as part of our virtual Community Café, and have introduced a Church Quiz, recognising the importance of meeting socially. Life Groups have also continued to meet, with two new groups added, maintaining the structure and support for members both practically and spiritually.

Indeed, I am amazed and hugely encouraged by the amount of work done by so many to keep things together and to continue to offer the love of God to both our church congregation and community. In many ways it is a testament to the 'pioneering' spirit of our church and its deepening roots that we remain 'open'. It is also exciting that we are turning our efforts to opportunities for post Lockdown 'replanting' and 'flourishing'. Thank you to all of you for your faithfulness in these extraordinary times.

Establishing Traditions

One of the wonderful advantages of a relatively new church is that you can try new things. We wanted to offer a Christian community event at Christmas that focussed on 'gift' – Jesus born as a human, given without cost, offering hope and joy. Our first Carol Service on December 7th, 2019 included readings and carols and a wonderful performance by Stephen Freeman School Choir who sang to us. It was full to bursting (refer to picture below) and we were able to witness boldly, telling the story of Jesus' birth, explaining that this remained relevant to everyone. Sadly, this could not be repeated in 2020 but we will retain this as a key event in our church and community calendar going forward.

Maintaining existing ones (Traditions)

Activities Week in GWP was again popular with c 1,500 people engaging in a week of activities in July 2019, designed for children and families. At the end of the week, we invited the entire community for an evening BBQ with live music and entertainment.

Maintaining this intensity in terms of organising and running events, with a relatively small number of willing volunteers, and committing sufficient funds to ensure virtually free access to all, is demanding. Reflecting also on how we might add a more Christian focus to future events and to encourage new people to engage with GWP Church, we had planned to join with Boundary Park Sports Association to 'take over' the Sunday of their 'Bands on the Boundary' weekend event in June called 'Beyond the Boundary'. It will be like a large, traditional Church fete and another wonderful opportunity to the community together to 'reunite'. We are planning an open-air service to begin the day and then, combine interactive activities and games that would engage the whole community. BP Sports Assn. offered their facilities and infrastructure without charge. With all restrictions planned to be lifted on June 21st we hope that we will be able to go ahead with this and enjoy the day with the entire GWP community.

Progress and Challenges

GWP Church was designated a Conventional District on 20th November 2020. This triggered the transfer of those within the Leadership team onto a newly formed PCC, with an update of the Electoral Roll, election of Church Wardens – Kath Butler and Ryan Williams, along with the appointment of Deanery synod Reps. - David and Sue Hawkins. A PCC Secretary will be appointed this coming APCM on June 13th. Much of our recent focus as a PCC has therefore been to develop new structures which underpin the operations and life of the church. This has involved creating a number of sub-groups, designating leaders for each and appointing and co-opting members of the PCC or congregation to provide oversight. Subgroups include.

Children and Families
Communications
Finance and Property
Mission and Outreach
Pastoral acre
Worship

These subgroups meet regularly and present to the PCC recommendations for approval. This means for a more efficient and timelier PCC with matters for decision or agreement set out by way of note for consideration beforehand.

Although remaining part of the Benefice of All Saints', and maintaining existing parish boundaries (for which the outline of GWP sits in 4 separate parishes), the establishment of a Conventional District means independence in terms of spiritual direction and early steps to becoming a separate parish. With this comes the requirement to pay Parish Share, a timetable for increasing Share set, and which the first payment is due in 2022.

I am acutely aware that this extra work is mainly placed on those whose lives are already terribly busy. We must not overburden our most committed individuals and to recognise that we cannot do everything (right now!). More and more, we must recognise the importance of accepting God's hand and leading in all of this and that it is He who sustains us. We are required just to be faithful.

The core focus of the Church – Mission

At the heart of what we do (our DNA), is mission. One of the challenges with Lockdown has been those whose faith is new, or who are on the edge of joining, and have tended to drift away when we stopped meeting together physically. It has been hard to retain them week after week on Zoom. We are now in a new phase of rebuilding. We are also blessed to have a core of dedicated congregation who have stuck at it. Our service recordings and weekly reflections sent to the entire community have also been greatly appreciated.

Challenging those who do come has continued during our services, where we focus on an application to faith which is incarnational. We have done a number of service series focussing on the new church emerging in Acts, and then for those churches in the New Testament who are establishing themselves, such as Philippians, the lessons Paul offers in terms of relying on power of the Holy Spirit, acting in unity and keeping faithful.

This discussion and challenge have continued within our Life Groups where relationship is developed, and faith strengthened.

We recognise important life events of marriage and baptisms, joining together with families to bless and to encourage. Up until lock-down there were a good number of these. We also, sadly, marked the end of life, saying goodbye to our oldest member of our congregation, Philip Shipman. He was a great supporter of our church and faithfully joined us each Sunday even as his heath diminished. The Covid pandemic robbed many of the chance to attend his funeral, however we will celebrate his life and contribution to ours by way of a memorial gathering later this year.

Given the congregation dynamics, many of those who come have young families. We continued to engage with families, as best we could during lockdown, and in the absence of Claire Wren, our Children and Families worker who is currently on maternity leave, we introduced Blankety Church, where families could meet together (socially distanced) to worship simply around a Christian theme.

What might be the next steps?

Getting into a building to begin worshipping again has been a crucial first step. We are not quite there yet but will 'rejoice' when we finally get to be together in our new home in the centre of GWP, the District Centre. Again, as I write this, there is still a huge amount to do, but with the right engagement from the District Council all the ingredients are there for it to be our long-term base both for services and outreach into the community. There we plan to begin 'replanting' after a period of 'pruning' (I appreciate that I am mixing metaphors here!), advertising the church to the entire community and welcoming everyone back.

Working in the Community

After six years working as founding Governor and latterly Chair of Governors at UTC Oxfordshire, I decided to step down. This was in June (2020) and seemed the right time, coinciding with the first appointed Head teacher leaving in April and the appointment of a capable replacement. I will still maintain some connection with regular visits and assemblies but will use the additional time now available for rest and prayer.

Recent conversations with the Head suggest that the UTC will be open for inviting groups back to use the building from September. This would include GWP Church if required.

I continue to work as Trustee of the GWP Boundary Park Sports Assn. and offer time within local primary schools with visiting and assemblies.

Those who make our Church thrive.

I am incredibly grateful for so many who work so hard to underpin all the work that goes on in our Church and beyond it into the community. I sense that this is not a chore, or something done out of duty, but rather an offering of ourselves because we believe doing God's work is transformative both to individuals and communities. Many who come to our gatherings talk of the atmosphere of welcome and hospitality. This is something we offer naturally. But it needs saying, that all this would not be possible without the unconditional effort of so many. So, thank you.

The way ahead

The passage in Acts 16 where Paul and Silas find themselves locked away in prison is one of those which we remember as having a happy ending. We celebrate with both men, God answering their prayers, the earthquake and the conversion of the entire jailer's family. A mighty story of transformation and change.

But I sometimes wonder whether we miss some of the teaching in this story in the way it unfolds. Paul and Silas are being faithful and proclaiming God's mercy and grace, railing against the inequalities taking place in a place of prayer. Their orders to free a slave girl with a spirit of divination went against the interests of her owners, who stood to lose a great deal of money if this girl was healed. So, her owners accuse Paul and Silas and have them beaten and thrown into jail. Even though the story, set out in Acts, is described in few words, we realise that those who oppose these men are serious and will do whatever it takes to get things back to normal. So, Paul and Silas suffer a mock trial, are stripped, beaten with rods and then receive a severe flogging.

For those of us wanting to image the whole story, this prelude, which gets us to the point of release and conversion must have been dramatic and frightening for the two accused. Of course, this makes the miracle of the earthquake and being set free, whilst they languish in jail, even more dramatic. But what would have it been like for Paul and Silas as they waited for their fate to be determined?

We have not been in anything like similar circumstances as we have worked our way through this pandemic. But to simply jump to a 'normal' situation, the good ending, would be to ignore what we have all gone through getting to this point. It has been difficult. Most of us have suffered loss. To put it another way, we lose so much if we simply focus on the good bits, of reunion and the joy of having a hug.

We want all these people to return but are not sure that they will or how to go about reengaging with them again. This prolonged period of absence has meant for many of us a loss of contact with those we feel most comfortable with – those in our church family. So, what will it be like to meet up again? Will they remember me and to what extent should I hope that our relationships can go back to something like there were?

In our often busy and stressful lives there seems merit in offering to God our biggest fears, knowing that we do not have the answers, that it is only in the silence where we are really able to hear God speaking to us.

Mark Bodeker – May 2021 (updated)

2020

Annual Report of the PCC

Didcot All Saints' Church

Introduction

Open to God

Open to Everyone

Open to Change

This report provides a reflection of the life at All Saints' and outlines the wonderful activities that all its members undertake in order to sustain our life of faith, prayer and fellowship. We extend a heartfelt thank you to everyone who makes All Saints' a warm and welcoming community.

All Saints' Parochial Church Council (PCC) has the responsibility for working with the incumbent, Revd Dr Andy Lord, in promoting the whole mission of the church: pastoral, evangelistic, social and ecumenical. The PCC also has responsibility for maintaining the church of Didcot All Saints', the churchyard and the Youth and Community Hall.

Objectives and Activities

The PCC is committed to enabling as many people as possible to worship at our church and to become part of our parish community at All Saints'. The PCC maintains an overview of worship throughout the parish and, through our Mission Action Plan, aims to witness to the love of God within the local community and the wider world. Our services and worship put faith into practice through prayer and scripture, music and sacrament.

When planning our activities for the year, we have considered the Charity Commission's guidance on public benefit and, in particular, the supplementary guidance on charities for the advancement of religion. In particular, we try to enable everyone to live out their faith as part of our parish community through:

- Worship and prayer; learning about the gospel and encountering God.
- Provision of pastoral care for people living in the parish.
- Missionary and outreach work.

We have drawn inspiration from the window of Martha and Mary, who illustrate the need for us to pause in prayer to enable action in the world. All Saints' seeks openness with Jesus in worship and mission, rooted in a welcoming place.

This last year has been dominated by the Covid-19 pandemic which has affected every area of church life. This rhythm of prayer/worship and mission/action has sustained us and enabled us to keep serving others. Our buildings have been less accessible in person, although more accessible online. They remain places of welcome that draw us to God.

All Saints' has been responsible for the legal overview of Great Western Park Church, which is designated as a Fresh Expression of Church. An annual report for the Great Western Park Church is given as an appendix to this report. The church became a Conventional District in January 2021.

Volunteers

We would like to thank all the volunteers who work so hard to ensure the smooth running of our church – its services, community outreach, the building itself, the hall and the churchyard.

In particular we would like to mention our churchwardens, Alastair Adams and Brenda Andrews, who have helped steer us through this pandemic year, providing wisdom and much practical help.

Achievements and Performance

Throughout 2020, the church community continued to build on the vision set out in the Mission Action Plan, reflected in our PCC subgroups. The four areas of focus are:

- Worship, prayer and faith development
- Mission and outreach
- Sustaining the work of the church
- Maintenance and development of the church buildings and environment

Worship, prayer and faith development

The coronavirus pandemic has affected the number of services we have been able to hold in the church building. We celebrated three baptisms and one wedding this year. In addition, we provided 15 funeral services of which only four were held in church with others taking place at other premises such as a crematorium.

The updated Electoral Roll, as presented to the 2020 APCM contained 70 members.

Music

2020 was a very challenging year for all of us, and not least musically.

Our normal pattern of rehearsals and services went out of the window overnight, but we are extremely proud of what we have managed to achieve despite the challenges of working remotely. The commitment of those able to contribute to the digitally based 'virtual choir' recordings has been admirable, amounting to countless hours of work from all concerned.

Since we moved to virtual singing, we have put together 108 hymns for the streamed services (plus the Eucharist setting, and Benedictus), generating in the process almost 100GB of data ....

The choir is greatly looking forward to being able to make music live again (once that is both permitted and safe), when the sound of voices singing together in worship will return in our building.

We are extremely grateful to Paul Hedley, our Director of Music, for all he has done in leading the virtual choir and in helping with relaying services from the church.

Prayer

Lottie and Peter Sumner continue to lead Quiet Space, giving an opportunity to a small group of people drawn from a number of churches in the town to gather for contemplative prayer. As with other church activities, the group needed to adapt to lockdown restrictions, with e-mailed reflections replacing meetings in the church building.

Over the past year the Healing Group, which is co-ordinated by Stuart Roberts, has kept in touch by e-mail to share requests for prayer and for monthly up-dates.

We would like to thank all who are involved with the Healing Group who have continued to keep in touch by phone and e-mail with those who need our support, either directly or through family and friends.

Hopefully, the group will soon be able to meet together again.

Faith development

A number of small groups began a Lent course using the *Helpful Habits* material for developing personal prayer. However, this was brought to an abrupt halt when the first lockdown came into effect in March.

Fellowship groups

The Monday Night fellowship group started the year by continuing to consider C S Lewis. In February, the group met for a fellowship meal at the Boar's Head. Unfortunately, the group has not been able to meet since the lockdown restrictions came into effect in March.

Sadly, the Natter Knitters weren't able to meet at all in 2020. They are really looking forward to meeting again and are hoping to celebrate the occasion with a lunch.

Young at Heart managed one meeting – an enjoyable Coffee and Cake in Jean Holderness' garden – before having to stop their usual get togethers. However, the group have been able to keep in touch by telephone throughout the various lockdowns.

Sunday School

Sunday school started the year, as usual, following the lectionary set for the year, but our sessions were cut short by the advent of the Coronavirus epidemic, in March. We enjoyed 'Christingle at Candlemas' in January and Elizabeth's baptism in February. Unfortunately, due to the Coronavirus lockdowns, we were unable to conduct any further Sunday School sessions for the remainder of the year. However, we are planning to resume our activities from September 2021.

Mission and outreach

In the light of the financial position of the church, the PCC reluctantly took the decision to reduce the amount of money given to missions and charities from 10% to 5% of its income. This led the Mission and Outreach Sub-committee to re-focus its strategy. The PCC has made a commitment to continue financial support to the TRAIN youth work project, which left only a small sum available for supporting other projects.

In response to the reduced budget, the sub-committee made a commitment to giving of time, talents and prayer for the organisations that All Saints' has traditionally supported.

The congregation was asked to provide information on the organisations that they are members of. This allowed a booklet to be produced that demonstrates the congregation is not just people who attend church services on a Sunday but are active within the community throughout the week. The various organisations are also highlighted in the prayer page of the news sheet.

Some of the initiatives arising from the sub-committee have led to increasing links with local families. These are discussed in detail in the section on community outreach given later in this report.

At the start of the year, Noreen Kennedy stood down from the sub-committee after many years of support. We are very thankful for all that Noreen has contributed.

The sub-committee has exciting plans for the future. If you would like to be involved in developing these plans you would be very welcome to join the sub-committee.

Schools

Having run school assemblies at both Manor and Stephen Freeman Schools at the start of the year, these came to an abrupt halt in March 2020: we are anticipating resuming these from September (2021).

Our relationship with Manor School has resumed, following the enforced quiet spell.

We supported a Prayer Space at Stephen Freeman School in February. Currently, we are in discussion regarding a potential Prayer Space at Manor School in the Autumn (of 2021). We also hope to host a Carol Service at All Saints Church, in December.

Bell Ringing

With three ringers (Bertie Doy, Andrew Jones and Peter Jones), we started the year ringing on most Sunday mornings and holding practices on Monday evenings as people's availability allowed.

Due to the COVID-19 pandemic no ringing took place from late March, with one exception – Andrew and Peter Jones (as members of the same household) recorded some ringing on two bells for use in the Christmas morning service.

23rd Didcot Scout Group

Unfortunately, we have no report on the scout group this year.

Didcot Garden Town

The Didcot Garden Town project has continued through 2020 and has highlighted a number of the larger projects such as the new road infrastructure money that has been obtained, business and research park developments, the Gateway project and improvements to the cycle network. A number of areas of Didcot are marked for more housing development with over 10,000 new homes either approved or under construction. The development on Valley Park, between Great Western Park and the A34, is delayed but there are still plenty of other houses being built!

There is a new advisory board for the Garden Town within the district councils and we have been encouraged to join Sounding Boards. Andy Lord, the Bishop's Advisor for Didcot Garden Town, attended the first of these and contributed some thoughts on how we need to link the big projects with local community activities. Ali Adams has been involved facilitating a number of conversations across the community. It has been good to hear about local concerns for the environment and more sustainable networks of travel.

The churches' response to the housing developments over 2020 have focused, at All Saints', on the appointment of Sasha Braun as curate to start in July 2021. She will be based at All Saints' but have time allocated to reaching out with others in new areas. The Laing's charity have very generously offered to provide housing for the long term that will enable us to be alongside others in developing community generally and in drawing people together in faith. It is great to have a personal involvement in these new areas. Ladygrove Church are reaching out to those moving into the new housing on the north edge of the estate. Great Western Park Church continue to engage with the council on the community buildings (with joys & frustrations!). Jonathan Mobey, Rector in Harwell & Chilton, has established a new Youth & Children's Work trust that draws together a number of churches from across Greater Didcot. This is seeking funding from the Diocese with the aim of nurturing our young people in faith and enabling them to reach out with the good news of Jesus.

Within the Anglican church, we have established a Great Didcot Group chaired by David Tyler, Assistant Archdeacon. This comprises the incumbents and meets every few months to focus on our joint mission across the growing Didcot area. It gives chance for us to share and learn together as we step out in faith. Reflections on the area continue to be a theme in the Deanery plan and work on this will be needed in the coming months. There is an awareness that the reduced income in many churches will bring challenges to maintaining the ministry and mission we would like.

Many agencies and charities have responded to the pandemic with great sacrifice and creativity and it was good to highlight the work of SOFEA and Didcot Food Bank in the All Saints' Harvest special online events. Interviews brought some of their work alive to us and we are encouraged to support them. We are also aware of the development of Didcot Community Partnership seeking to address many of the family issues raised before and

during the pandemic. It has been harder to build on some of the relationships with these agencies over this last year, when we have been unable to meet in person, and the demands on their time have soared. Yet we continue to seek creative ways forward together.

Sustaining the work of All Saints'

All Saints' Church

Total receipts on unrestricted funds were £54,019.68 of which £39,247.47 was unrestricted planned voluntary donations, and a further £8,493.96 was from Gift Aid. There was a deficit for the year of £17,640.60 before the transfer of £10,000 to the Building Fund, making a total deficit of £27,640.60. This was a further significant increase in the deficit from last year, which was £21,834.76.

The planned giving through the Parish Giving Scheme, Envelopes and banker's orders decreased again by 4.43% on top of the 3.7% decrease last year. Total income was down by 14.5% on top of the 7.63% compared with last year. This was partly due to the impact of COVID from March, which curtailed general collections, weddings and fundraising.

£71,660.28 was spent from unrestricted funds to provide the Christian ministry from All Saints' Church. This was a 4.53% decrease on 2019, which had increased 4.5% on the previous year. Much of this increase was due to the contribution to the diocesan parish share, which increased by 4.6% in the year. Maintenance and Running costs, which had been rising in previous years, were very similar to last year.

During the year, the total fund balances decreased from £139,353.81 to £105,713.58 of which £94,380.64 is unrestricted.

The Independent Examiner is Haines and Co. of Wallingford. The PCC's bank accounts are held with the

Barclays and NatWest Banks. The PCC is a charity registered with the Charity Commission.

The Youth and Community Hall

The running of the hall was disrupted by COVID during 2020, being forced to close from March 23rd.

Income was therefore significantly decreased with only £8,011.52 being received in fees, compared to £25, 705 in 2019. However, we did qualify for a Government Business rate grant for Community Halls, administered by the district council, which provided a further £11,539. The expenditure also decreased from £19,728 to £16,037.85, but many of the costs still remained even though the hall wasn't being used, including servicing and maintenance. This meant that there was still a reduced operating surplus of £3,512.67 prior to depreciation. This would not have been the case without the government support.

It should be noted that whilst there remains a surplus of assets over liability, we need to build up reserves for any major expenditure, especially as there remains significant cracking of the walls which remain under investigation and could be expensive to fix.

Reserves Policy

It is PCC policy to try to maintain a balance on free reserves (net current assets) to smooth out fluctuations in cash flow and to meet emergencies. The balance of the free reserves at the year end was £94,380.64, which is lower than last year.

The balance of £11,332.94 in the restricted funds is principally retained towards maintaining the building and meeting the upkeep of the churchyard. In addition, there is a restricted fund, held for Great Western Park Church, which had a year-end balance of £62,027.05.

It is our policy to invest the short-term investment fund balances with the CCLA Church of England Deposit Fund.

Maintaining and developing the church building and churchyard

Churchyard

Throughout the year, a slightly smaller team of volunteers have continued to work regularly, once or twice a month, to maintain the churchyard. Covid 19 has affected our numbers, with some volunteers needing to shield to protect themselves or others, and so we were not able to tackle any bigger projects, but instead continued to do our best to keep the churchyards mown and tidy.

We continue to establish level grass over the graves, when 'man-power' is available, in order to make mowing safer and easier. Another casualty to Covid was our annual Big Tidy Up where we usually tackle the heavier things such as boundaries with a larger group of helpers.

Sadly during the course of the year we have lost several of the rowan trees in the church field due to disease, and strong winds have ultimately brought them down. We now have the opportunity to think about whether they should be replaced, and if so, with what type of tree.

The two wooden seats in the new churchyard have also succumbed to age and rot, and so we need to think about appropriate good-quality replacements. They are appreciated by visitors who come to tend graves and like to sit a'while.

In terms of other maintenance, we still have an amount of outstanding lime mortar work throughout the churchyard which has been delayed. The work is very weather dependent and requires specialist contractors.

Other projects delayed by Covid were the new cremations memorial area on the eastern side of the new churchyard, and the replacement of the church bell tower ladder. We hope to get these moving along again in 2021.

As we mentioned last year, the average age of the group is creeping evermore upwards and more younger volunteers are urgently needed to help us keep our churchyards tidy, safe and welcoming.

The possibility of the front and north churchyards being formally closed is ongoing. If they can be, then the town or district council will take over the maintenance at a basic level.

Church Path and Lighting Project

With all permissions in place and a contractor agreed, works started on site 10th February. Firstly, the uneven Yorkshire stone path leading up to the church porch was lifted and removed from site - later sold on and monies received ploughed back into the project. Some of the better stone slabs were used to form the entrance aprons under the lych gate and adjacent the porch. With better path gradients this enabled us to lay a level entrance into church so removing one of the steps up into the porch - that then delivered easier access for all. The coloured tarmac path was soon laid linking these two York stone aprons. A gravel path was then constructed to link the front of

the church around to the hall, so giving a clean sound surface under foot. Jennifer & Stuart Roberts kindly donated a tonne of fine gravel so that the existing path between the hall and churchyard could then be resurfaced.

New Lighting standards were installed in late March so that the footpath could be illuminated from the lych gate straight through to the hall. New improved lights were also fixed to the west side of the church. Final electrical connections were completed on 20th April, which included automatic summertime adjusting timeclocks. These works have vastly improved people's ease of access around the church, especially during the hours of darkness.

The reactions to the finished project have been great - easy, safe access throughout and removal of so many trip hazards. The lighting in the evenings making access feel a lot safer.

The final cost of the project was £41,850.64 but after the benefit of various grants All Saints' paid £13,793.14, making a significant long term improvement with excellent value for money. This was only possible with the hard work of Sue Scane and Ali Goodall who secured a grant towards the project of £22,000 from FCC - they distribute landfill tax to help fund community projects. To release this grant a 11% contribution had to be paid by a third party, so I would like to thank Sue Scane and her family for this generous donation to make this project happen.

Noticeboards

After all the various planning and DAC permissions were in place, two new noticeboards were installed at All Saints' during the summer: one in the current churchyard and another on the approach to the hall. We would like to thank Julia Buckel for all her effort in sourcing and getting these two useful noticeboards into the ground. They have proved very useful in this past year with keeping people up to date with what has happened within church and all the changes that we have all had to cope with. They are also vital in displaying our various churchyard rules - these in turn help our volunteers who maintain our grounds at All Saints. In the future they will also advertise events at church and within the hall. The cost of both boards was just over £2,500.

Tree works

After a tree inspection, we have found that several trees needed professional work. A severe storm last year damaged a few trees including many of the Rowan trees lining the church field margin; unfortunately these trees were also badly infected with Ganoderma fungus which made them vulnerable to wind damage. The remaining three Rowans will be felled and we will look at replanting in the future - perhaps we could think of individually sponsoring a tree to replace those lost?

The ancient Yew, which has a Tree Preservation Order, will have some specialist work as multiple new growths on the trunk have grown then failed after strong wind have rocked their attachment points. There will be a reduction in the canopy to allow fewer but stronger branches to grow and mature.

SODC has granted planning permission for all these works to go ahead.

Bell Tower Ladder

It was highlighted that we needed to replace the bell tower ladder for Health and Safety reasons. We have had a couple of quotes for this work and a DAC faculty to proceed with the works has been applied for.

The replacement ladder will be made of aluminium and powder coated brown to match the oak beams. It will pivot at the top of the bell tower so allowing it to be pulled back in position much like a standard ladder. It will have a lower section which will slide down to anchor on the floor. There will also be a protective section so that when in the rest position against the wall it cannot be climbed. The current wooden ladder is vertical and attached to the cross beams so that you can't actually use some of the rungs as you climb up, hence the architect recommending this safety improvement for access. We look forward to seeing this being installed during 2021.

All Saints' Youth and Community Hall

Demand for Hall hire continued to be strong at the start of 2020 and many booking requests had to be refused due to the shortage of suitable booking

slots. However, the Covid-19 pandemic caused the Hall to be abruptly closed in March when national lockdown started and it remained closed until September 13th.

The second lockdown meant that the Hall had to close again on 5th November and it was still closed at the end of 2020. As the lockdown eases and the Hall fully re-opens, we hope to re-organise some regular booking times in order to allow more efficient usage of the facilities.

The PCC remains extremely thankful to the volunteers on the Hall management committee for ensuring the hall operates smoothly. Some routine maintenance and general tasks continue to be carried out, as required, by Paul Smith on an hourly rate, others are done by volunteers.

During 2020, monitoring of the wall cracks revealed seasonally cyclical movement as previously. One new thin crack appeared on the east wall at the south end.

Following advice from Price and Myers, three trial pits were dug around the North and East walls to establish the integrity of the footings. It was established that at the NE corner (where the cracking is worst) the footings were indeed faulty with the block work overhanging footings and what appeared to be some loose rubble between the bottom of the blocks and the top of the footings. Although no immediate work was necessary, Price and Myers recommended traditional underpinning for about 20m along the N and E walls. They quoted for preparing an Invitation to Tender document but are unable to provide project management services for such a project.

In August, a wireless network link was constructed to allow Internet access from the church, which required two additional mains power sockets to be installed above the chair cupboard in the main hall. A small amount of work was carried out in the office to facilitate the wireless network connection to the church.

Finances were obviously impacted by the Covid-19 enforced closures but this was offset by a Small Business Grant of £10,000 from SODC, for which we are very grateful to the Treasurer as the application process required substantial work. Full finance details are presented separately. Nicky Tarling is still employed as the cleaner but was placed on the Government furlough scheme for the periods when the Hall was closed due to Covid-19 related restrictions.

Updating of the Terms and Conditions continued during 2020.

Helen Barrett resigned at the start of the year and Anne Phillips was employed as temporary administrator. In October, a formal recruitment process was undertaken resulting in Anne being employed permanently.

Community Outreach

Revd. Debbie Lord has started a ministry as Priest in the Community and has provided the following report on what was done in 2020.

Having followed God's call to come to Oxfordshire in August 2019, we were, at the start of 2020 beginning to find our way around our new surroundings, getting to know neighbours and church family and enjoying the experience! Throughout those early months the call to pray for Didcot and especially those yet to discover God's love for themselves took us into new and varied conversations. This adventure continued even through the subsequent unexpected global pandemic, as all of us grappled with the challenges that each lockdown brought. To say that 2020 was an unprecedented year of change is of course an understatement. But even though there was and still is much to ponder, grieve, and learn from in the sorrows of 2020, there is also reason to give thanks and remember with gladness. God is no stranger to human suffering and displacement, and as I look back through some of the activities we participated in, I see creative and warm grace notes which are signs of His presence in the life of our community.

Alongside the online Sunday services that Andy and others contributed to, Hannah, Simeon and I offered Midweek Worship; contemporary songs, prayers and a short thought for the day which were taken up by a variety of people, not all of them previously connected to any church. We were encouraged by the number of people tuning in and also the amazing way that senior citizens- local and further afield- had risen to the challenge of learning how to use social media. Despite the limitations, these new-to-many forms of communication became a life line. And so we took these observations into our prayers, and thought about crafting new forms of worship. Thy Kingdom Come 2020, a global prayer movement was an opportunity we responded to, and our two online sessions featured readings, songs, and reflection around the thought that we as believers are called to pray for others to discover the Christian faith. It was heartening that so many church members joined in; our prayer life was strengthened.

Around this time, as a family we were getting to know our neighbours better through distanced conversations after the weekly NHS clap, and social media chats. It was an absolute treat to share musical moments from our driveway as the nation recalled VE Day, and wave at our neighbours as we enjoyed cream teas in our own safe spaces. We were becoming aware of each other's hobbies and interests, and it was obvious that people were really glad of the contact, even though it had to be at a distance. It made me aware that one of the big challenges in the pandemic was that there was nothing to look forward to for so many people. It was impossible to predict when life might 'return to its previous reality'. And with this thought and the growing sense that sharing creative gifts could help to bring fresh purpose, deeper relationships and hope, I spent time thinking about Harvest and ways to include and encourage a different kind of celebration.

During July and August we started to prepare for an online community Harvest Festival. We called it 'Didcot Harvest Past and Present' and with the help of many people arranged for special zoom events on 25th and 27th September. Our wonderful guest presenters, Stewart and Carol Henderson, offered us encouragement, humour and literary input along the way, and we began filming conversations with church members and local farmers about their harvest memories and current harvest activities. These conversations were incredibly informative, and Hannah, Simeon and I really enjoyed the learning curve of filming; there was such warmth and welcome! Thank you to everyone who contributed. As relative newbies to Didcot we were learning about its history and geography, the challenges and richness of rural life past and present. It was also interesting that many people who have lived here for decades said that they discovered things from our subsequent presentations that they did not know! With regards to mission, this was a listening phase, and it has fed into our understanding of what makes Didcot the evolving place that it is. It is also the case that our participants showed courage and a willingness to do something new, and for that we give thanks. Following the call of God to bless our neighbourhoods does involve stepping out of our comfort zones, and all of us have a part to play!

Into the mix of interviews, poems and history came some wonderful creative offerings: a huge collection of photos which people shared of their lockdown adventures growing plants veg and fruit; a 'guess the weight of the lardy cake' competition; potato juggling challenge (enjoyed by children and adults alike I recall!); a 'make an NHS Rainbow from fruit veg and flowers' photo opportunity; lively jazz from Simeon; specially recorded music from the choir; photos from Wantage Mill (one of the oldest left in the country) and interviews with Richard Kennell from SOFEA and Andrew Snell at Didcot Food Bank to bring the harvest provision stories bang up to date. Our online events would not have been possible without the care and computer expertise that Andy and Hannah contributed; editing film clips, sticking things together online and masterminding these events was an epic task. But it was such a worthwhile venture, and so many people who joined in were so glad to have been part of it. Our Friday night session showcased the many creative gifts in our community, and on the Sunday session we reflected on the story of Ruth, an Old Testament refugee who discovered the goodness of God during the barley harvest in Bethlehem. It seemed fitting as barley harvests in OX11 are a significant happening, and our prayer is that over time more people

will come to discover the goodness of God in a personal way, just as Ruth did all those centuries ago.

The next step after this was crafting for an online Advent Calendar of Light. We had realised that sharing photos was something our wider community likes to do, and the idea was to provide something reflective that people could use in the run up to what was going to be a very different sort of Christmas. Our launch event on Advent Sunday with the Hendersons as guest presenters again included Carol's wonderful poem 'Unimaginable Light', a conversation about her iconography, and Stewart's poem 'Christmas Magnificat'. Our Calendar was updated daily on YouTube and had a photo, specially recorded music and a thought for the day. So many people sent us pictures on the theme of light that it was a challenge to choose from them, but the calendar featured pictures from near and far! We are hugely grateful to Mike Kendrick and team at Wild Shots Outreach, based in Kruger National Park S.A. who sent absolutely stunning photos taken by African teenagers. If you want to know more about their vital conservation work please follow the link-
https://www.wildshotsoutreach.org/

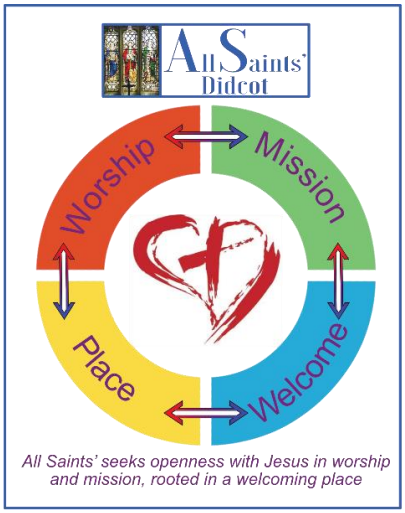
And behind all these activities was prayer. Grateful thanks must go to the small group of people who committed to pray for all these activities, asking that God would bring hope and light to many homes. We finished 2020 with joyful distanced filming of Harry and Freddie talking about their Christmas hopes, and their understanding of who baby Jesus is. Another reminder that we all have a part to play in sharing the Good News in our communities-however young or old we are! For that is the best news of all; *God moved into the neighbourhood, became one of us so that we might know his friendship and goodness in life's adventures.*

We have continued to reach out especially to families with children at

home since then, and are excited about the opportunities ahead.

Vicar's Report

At the start of 2020, I had been at All Saints' for four months and we were reviewing our life and mission together, which was helping me settle and understand what everyone valued about All Saints'. This was interrupted rather suddenly by the pandemic that changed everything whilst also perhaps highlighting more clearly what we wanted to hold onto together. I came back to reflect on all that had been shared in November and came up with the following diagram:



We value All Saints' as a place of welcome, seeking to develop worship for the regulars and mission in the community. The side chapel window of Mary and Martha continues to speak to me of our desire to keep together the closeness to Jesus in prayer and worship with the active mission in our local (and wider) community, seeking to serve and witness in Didcot and beyond. We have collected a great list of the community groups that we are each involved in and put together a cycle of prayer that embraces these alongside our mission charities, community concerns and individual

needs. At the heart of our life is the love of God seen in Christ.

During the pandemic we have continued these same themes, if in different ways. Our worship moved online and become more varied. We have had challenges with streaming from church but great work has been done on this by a number of people; the virtual choir has kept us in touch with familiar voices lifted up in worship – thanks to Paul for a huge amount of work on this; Quiet Space has provided monthly reflections at home – thanks to Peter & Lottie; the Healing Group with monthly prayer themes via email – thanks to Stuart & Jennifer; and we have tried shorter YouTube worship from home – with thanks to Debbie, Simeon & Hannah. In the early months, I provided reflections each week to help us think and pray through the challenges, which have now transformed into a monthly ministers letter. We have settled into a routine of weekly Facebook live services and tried Zoom services around Easter, Ascension and Thy Kingdom Come. Plenty of learning going on! Our faith has often been stretched but this is so often the invitation to growth. We are encouraged to be honest about what we have lost and found so difficult and to see the God who is found in the wounded Christ who embraces us.

Mission in the community has become more challenging with the distancing and lockdowns, although phone calls, Zoom and help with food and transport have made such a difference for people. With the significant challenges families have faced, we have tried a mix of online specials around the festivals with activity bags distributed to a growing number of children, many of whom have not been regular at All Saints' (with thanks to all involved in this). Who knows where this will lead! We did some brilliant Harvest online specials that drew on the wisdom of many at All Saints' as well as those in the farming community and local food charities.

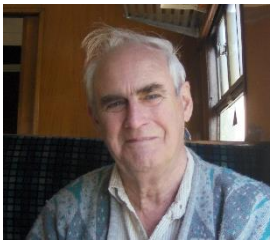
Although we have not been able to welcome people into our church building, we continue to welcome people virtually and have seen a number of people become regular at All Saints' over Facebook who were not before. Our weekly Zoom chats have been invaluable in sustaining the lives of those of us involved, providing a place of care and prayer. All those people who phone round regularly have been doing an invaluable ministry that has helped sustain us.

Thank you so much to our Church Wardens, Brenda & Alastair, who have been an active tower of strength over the year. All the cleaning, organising, WiFi fixing, building care, wisdom, support and so much more have been much appreciated. Thanks also to everyone on the PCC as we have mined the depths of detail in Government guidelines to try and make sense of the next steps! Thanks to Sue as Treasurer, who has been a wise guide through a time when our income has gone down significantly and we are reliant on our reserves (a hint to review your giving!). ,We have all appreciated the time put in by the choir, by those who have learned how to record

themselves reading & interceding, and those who have kept the churchyard in such good repair. Thanks also to Anne in the office – she stepped up after Helen left as our Administrator into what has been a challenging year and has done so well! She has enabled us to open the Youth & Community Hall when guidelines have allowed, alongside the grants that Sue Scane has been able to obtain to maintain this vital community building. Personally, I have also benefitted from the support of Josie, Mark, Hugh, Tim, Nick, and of course Debbie(!), as our local ministers who have given above and beyond through the year.

Some of our plans have been inevitably on hold in regard to our buildings and churchyard but we have begun the process of closing the old parts of the churchyard (in front of and behind the building) which were full in the 1960s. This does not prevent burials in existing graves but the maintenance will transfer to the Town Council.

We do continue to give thanks for those who have left this life in the secure hope of resurrection life with Christ. This last year, amongst others, we remember Philip Shipman who served All Saints' and GWP in many ways over the years.



I have been pondering what we have been learning over this very unusual year. In many ways we have simply kept going, sought to keep sustaining ourselves in worship and caring for those around us. The months have rushed by, from lockdown to lockdown, from hot sunshine to dull winter months. Through this we have been forcibly reminded that the Christian faith is lived out primarily in the places we live and amongst the people we meet (our 'frontline'). The church, as a gathering of Christians, exists to resource and nourish this kind of practical and outward looking faith. All Saints' has sought in different ways to resource our Christian lives with God.

We need resources for prayer and worship that are not limited to the building, but help us at home, with our families, in the challenging places. How might we continue and extend our online offerings and activity bags?

We need ways of supporting life in Christian community even when our community is distanced due to pandemic or the more general health and practical realities. How can we deepen our sense of community together?

We need to sustain lives that act for the good of others and resist the constant temptation to withdraw. How can we reach out in mission when our resources are limited?

These are questions that might guide us as we gently ease out of the restrictions. A common theme in a number of discussions in recent weeks has been that of prayer. The need to encourage one another in our lives of prayer, to deepen our experience of God, to know Jesus close by, to seek the provision of the Holy Spirit. I am so thankful for the Lord's provision over this last year, a year which was not what we expected when we arrived in Didcot! It has been great to get to know

you better and we much appreciate your kindness to our family.

This coming year we look forward to Sasha joining us as curate, with Matt, and we pray for grace, wisdom, steadfastness and hope as we walk together with Jesus.

Structure, Governance and Management

The Parochial Church Council is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure. The PCC is a Registered Charity.

The method of appointment of PCC members is set out in the Church Representation Rules. At All Saints', the membership of the PCC consists of the incumbent, licensed lay ministers, churchwardens, representatives on Deanery Synod and members elected by those members of the congregation who are on the Electoral Roll of the church. All those who attend our services / members of the congregation are encouraged to register on the Electoral Roll and stand for election to the PCC.

The PCC members are responsible for making decisions on all matters of general concern and importance to the parish including deciding on how the funds of the PCC are to be spent. New members receive initial training into the workings of the PCC.

Given its wide responsibilities, the PCC has a number of sub-committees each dealing with a particular aspect of parish life. These committees, which include worship and faith development, mission and outreach, fundraising, building development and the Youth and Community Hall management committee, are all responsible to the PCC and report back to it. Apart from the Standing Committee, which is the

only committee required by law and has power to transact the business of the PCC between its meetings as directed by the PCC, the sub-committees are advisory and do not have executive powers.

The PCC met for six scheduled meetings through the year. After the introduction of lockdown restrictions from March, most of these were held over Zoom. The PCC also met for a number of shorter *ad-hoc* meetings mostly in order to approve risk assessments for use of the church and the hall.

Annual Parochial Church Meetings are normally held just before or just after Easter. However, the Diocese permitted much-needed flexibility by extending the deadline for holding APCMs. All Saints' held its 2020 APCM on 11th October.

The Ladygrove Church

The Ladygrove Church, which is an Anglican/Baptist Local Ecumenical Partnership, is a parish in its own right. It is still, however, a part of the All Saints' benefice.

Deanery Synod

The deanery synod provides PCCs with an important link between the parish and the wider structures of the church. The Revd David Rice is the Area Dean for the Wallingford Deanery, which includes Didcot (St Peter's, All Saints', Great Western Park and Ladygrove), Harwell, Chilton, Cholsey, Moulsford, Hagbourne, Blewbury, Upton, South & North Moreton, Aston Tirrold & Aston Upthorpe, Wallingford, Crowmarsh Gifford & Brightwell-cum-Sotwell.

Meetings of the deanery synod in 2020 were interrupted by the COVID-19 pandemic. Consequently, only two deanery synod meetings were held and four meetings of the deanery synod standing committee.

The main focus of the year was to progress the mission action plan (MAP). This was an important piece of work, designed to support the mission of individual parishes and guide the life of our synod. The MAP is designed to help the deanery to focus on the issues considered important at PCC level in order to reflect these up to the diocese, providing vital input into Bishop Steven's Common Vision. The MAP was presented to the Dorchester Mission and Pastoral Committee in October 2020 and was well received.

Our MAP has four key focus areas:

1. **Development of ministry to children, young people & families**
2. **Developing our outreach to new & settled communities**
3. **Development of appropriate patterns of worship**
4. **Development of the Ministry in the Greater Didcot Garden Town area, both financially and structurally**,

One initiative emerging from the MAP was the creation of a programme of Pilgrim Path walks across the deanery, to link parishes and benefices. Four walks were planned as part of this programme, these being Blewbury, Wallingford, the Astons and Didcot/Hagbourne. Each pilgrimage was planned to start and end with prayers and refreshments would be

included. Unfortunately, this programme was brought to an abrupt halt by the pandemic and will be rescheduled at a later date.

Another initiative to emerge was the Youth Initiative, working to develop a standalone Youth Trust to better equip secondary age youths; this involves churches in the Greater Didcot area and ecumenical partners.

At the meeting on the 11th of March 2020, Rachel Brockie spoke about the work of The Children's Society and how some children today live through some awful experiences. The Children's Society help by campaigning for law changes to make life safer for children at risk, helping children to access the mental health support they need, striving to stamp out the trafficking of young people and criminal exploitation etc.

The meeting on the 24th of November 2020 focused on developing the church online, acknowledging that most churches had introduced an online service facility at some point since the start of the pandemic. The guest speaker was Revd Matt Hogg from St Alban's, Fulham who spoke about online church, particularly social media, and how that can be used to connect with people, including those who attend church physically.

Finally, the Parish Share for 2021 was negotiated; this highlighted that some parishes would not be able to meet their parish share in 2021 and that others would struggle. For some parishes this is an ongoing problem, for others it is a direct result of the pandemic.

Ecumenical relationships

The church is a member of Churches Together in Didcot and District (CTDD).

A Women's World Day of Prayer service was organised in March. Plans were also drawn up for an Ecumenical Lent Study Group but that had to be cancelled.

Options were investigated for Good Friday, and Contact details for all Churches circulated for Easter.

Information was circulated to Church leaders on Services During Coronavirus.

We have not been able to have meetings of the enabling group (committee) or an AGM, due to the Coronavirus, but the offices have continued.

Andrew Jones continues as Convenor (chair).

The Didcot and District Christian Aid Committee, D & D Christian Aid, was not able to organise anything for Christian Aid Week, but information was circulated.

A Coronavirus-secure version of the Christian Aid Sponsored Walk took place in October, on the Downs, and that raised £1,118, with £430 from All Saints and £372.50 from Great Western Park. The Chilton Plant Sale raised £595.

Safeguarding

We seek to be a church that provides a safe and secure environment for the

most vulnerable in our church and in the wider community and, therefore, place major importance on the implementation of all safeguarding policies to enable this. We are working towards a vision where every member of the church sees themselves as a part of providing this environment for the most vulnerable.

DBS (Disclosure and Barring Service)

During the year, a number of additional people received DBS clearance for work with children, young people and vulnerable adults. The clearance provider for the Diocese is Access Personal Checking Services Ltd. as recommended by the Church of England. We are very grateful for the work that Tim Scane has carried out as verifier (viewing applicants' documents to confirm their identity) and keeping track of when people are due for renewal.

Safeguarding Policies and Training

The recommendations in the Safeguarding Policy are adhered to in all activities relating to safeguarding and recruitment. The PCC has an ongoing Promoting a Safer Church Action Plan which is reviewed annually, although the pandemic reduced our usual activities.

A copy of the Safeguarding Handbook is available in the Vicar's vestry and online. We follow its procedures for dealing with any safeguarding concern or allegation. We recognise the importance of being sensitive to any issues that may be raised and responding appropriately.

Training has continued on-line for those in the relevant roles. Eleanor Hards, the safeguarding officer, has completed all the required training.

The Church of England from time to time also provides Safeguarding learning reviews arising from serious situations elsewhere.

Safeguarding issues

There were no major pastoral situations during 2020 which raised safeguarding issues.

During the year, the major safeguarding issue was the Covid-19 pandemic. National and Church of England guidance was followed at all times, with frequent updating, in relation to both the Church premises and the Youth and Community Hall.

Health and Safety

David Ralston has taken over responsibility for health and safety; many thanks to Peter Baker for all that he has contributed over the years.

Covid-19 has created challenges to both the church and the hall. One positive outcome of the pandemic is the reduction in risk owing to fewer people being in or around the premises. No accidents were recorded during the year and no Test and Trace contact notifications were linked to either the church or the hall. There is an expectation that further challenges will arise as the lockdown restrictions are lifted.

A lot of effort was put into production of coronavirus risk assessments for both the church and hall. In all cases, these were produced in the light of both government and Church of England guidance.

A big thank you to David for drafting the assessments and to PCC members for making time for online meetings to approve them.

We continue to look at issues around accessing the bell tower and other areas presenting fall-from-height hazards such as using the staircase giving access to the old Rood Loft.

Administrative information

All Saints' Church is situated in Lydalls Road, Didcot. It is part of the Dorchester Episcopal Area in the Diocese of Oxford within the Church of England. The correspondence address for the church is: The Administrator, All Saints' Youth and Community Hall, Roman Place, Didcot, Oxon, OX11 7ER.

The website address is:
www.didcotallsaints.org.uk

The Didcot All Saints' Church Community Page can be found on Facebook.

PCC members who have served at any time during 2020 are:

Ex-Officio members:

Incumbent: The Revd. Dr Andy Lord
Associate Minister, GWP Church:
The Revd. Mark Bodeker
Wardens: Mr Alastair Adams
Miss Brenda Andrews
Licensed Lay Ministers:
Dr Nick Hards
Dr Tim Scane
Deanery Synod Representatives:
Mrs. Alison Adams
Mrs Eleanor Hards (until October)
Mr. Andrew Jones (until October)

Elected members:

Mrs Julia Buckel (until October)
Mrs Clare Hamer
Mrs Eleanor Hards (from October)
Miss Anne Phillips
Mr David Ralston (from October)
Mrs Sue Scane (until October, co-opted November, Treasurer)
Dr Peter Sumner (Secretary)

Signed:

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Revd. Dr Andy Lord

Date:

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Great Western Park Church
A heart for the community

Great Western Park Church annual review 2020

Summary

As I write this update to the previous report prepared in October 2020, quite a lot has changed. We are planning to begin worshipping together (23rd May – Pentecost) and to do this in a new building, the GWP District Centre. Lifting of restrictions is also enabling us to plan for the reopening of our Community Café and to begin to welcome back families, who we have sadly missed during this pandemic. Meeting together virtually has ensured that the life of the church has continued, but not everyone has been able to engage with this. Like many other Churches and charity based groups, children (their parents) and those unable to manage Zoom or the internet generally have found this medium difficult (and tiring). It is one of our priorities that we reengage with these groups immediately we begin to gather again. As such, intergenerational services and a return to Morning Prayer and services of Holy Communion at Williams Place will be our primary focus.

Up until now, our 'live', interactive services have continued each week with a blend of contemporary worship and praise. We have focussed our bible teaching and sermons on the experience of new church congregations in the New Testament, forming in Jerusalem and in Philippi. More recently we have been looking at unanswered prayer and when God seems silent or absent. This has linked in with Life Group meetings where we have been working our way through Pete Grieg's Prayer course(s). Our services have catered for all-ages, although we recognise the difficulty for children and young people to concentrate on a live-streamed service delivered on a small screen. That said, we have enjoyed the

interactive activities which have taught bible stories and bible themes in simple, yet effective ways. We have also maintained two separate congregations with the main Sunday congregation adopting technology to meet, while those at Williams Place sharing a weekly reflection service which has been faithfully printed and distributed by staff to around a dozen residents who have worshipped from the safety of their own apartment. We have continued to offer regular reflections to our church community via a weekly Newsletter, with contributions from several of our congregation. We also meet each week for coffee and chat as part of our virtual Community Café, and have introduced a Church Quiz, recognising the importance of meeting socially. Life Groups have also continued to meet, with two new groups added, maintaining the structure and support for members both practically and spiritually.

Indeed, I am amazed and hugely encouraged by the amount of work done by so many to keep things together and to continue to offer the love of God to both our church congregation and community. In many ways it is a testament to the 'pioneering' spirit of our church and its deepening roots that we remain 'open'. It is also exciting that we are turning our efforts to opportunities for post Lockdown 'replanting' and 'flourishing'. Thank you to all of you for your faithfulness in these extraordinary times.

Establishing Traditions

One of the wonderful advantages of a relatively new church is that you can try new things. We wanted to offer a Christian community event at Christmas that focussed on 'gift' – Jesus born as a human, given without cost, offering hope and joy. Our first Carol Service on December 7th, 2019 included readings and carols and a wonderful performance by Stephen Freeman School Choir who sang to us. It was full to bursting (refer to picture below) and we were able to witness boldly, telling the story of Jesus' birth, explaining that this remained relevant to everyone. Sadly, this could not be repeated in 2020 but we will retain this as a key event in our church and community calendar going forward.

Maintaining existing ones (Traditions)

Activities Week in GWP was again popular with c 1,500 people engaging in a week of activities in July 2019, designed for children and families. At the end of the week, we invited the entire community for an evening BBQ with live music and entertainment.

Maintaining this intensity in terms of organising and running events, with a relatively small number of willing volunteers, and committing sufficient funds to ensure virtually free access to all, is demanding. Reflecting also on how we might add a more Christian focus to future events and to encourage new people to engage with GWP Church, we had planned to join with Boundary Park Sports Association to 'take over' the Sunday of their 'Bands on the Boundary' weekend event in June called 'Beyond the Boundary'. It will be like a large, traditional Church fete and another wonderful opportunity to the community together to 'reunite'. We are planning an open-air service to begin the day and then, combine interactive activities and games that would engage the whole community. BP Sports Assn. offered their facilities and infrastructure without charge. With all restrictions planned to be lifted on June 21st we hope that we will be able to go ahead with this and enjoy the day with the entire GWP community.

Progress and Challenges

GWP Church was designated a Conventional District on 20th November 2020. This triggered the transfer of those within the Leadership team onto a newly formed PCC, with an update of the Electoral Roll, election of Church Wardens – Kath Butler and Ryan Williams, along with the appointment of Deanery synod Reps. - David and Sue Hawkins. A PCC Secretary will be appointed this coming APCM on June 13th. Much of our recent focus as a PCC has therefore been to develop new structures which underpin the operations and life of the church. This has involved creating a number of sub-groups, designating leaders for each and appointing and co-opting members of the PCC or congregation to provide oversight. Subgroups include.

Children and Families
Communications
Finance and Property
Mission and Outreach
Pastoral acre
Worship

These subgroups meet regularly and present to the PCC recommendations for approval. This means for a more efficient and timelier PCC with matters for decision or agreement set out by way of note for consideration beforehand.

Although remaining part of the Benefice of All Saints', and maintaining existing parish boundaries (for which the outline of GWP sits in 4 separate parishes), the establishment of a Conventional District means independence in terms of spiritual direction and early steps to becoming a separate parish. With this comes the requirement to pay Parish Share, a timetable for increasing Share set, and which the first payment is due in 2022.

I am acutely aware that this extra work is mainly placed on those whose lives are already terribly busy. We must not overburden our most committed individuals and to recognise that we cannot do everything (right now!). More and more, we must recognise the importance of accepting God's hand and leading in all of this and that it is He who sustains us. We are required just to be faithful.

The core focus of the Church – Mission

At the heart of what we do (our DNA), is mission. One of the challenges with Lockdown has been those whose faith is new, or who are on the edge of joining, and have tended to drift away when we stopped meeting together physically. It has been hard to retain them week after week on Zoom. We are now in a new phase of rebuilding. We are also blessed to have a core of dedicated congregation who have stuck at it. Our service recordings and weekly reflections sent to the entire community have also been greatly appreciated.

Challenging those who do come has continued during our services, where we focus on an application to faith which is incarnational. We have done a number of service series focussing on the new church emerging in Acts, and then for those churches in the New Testament who are establishing themselves, such as Philippians, the lessons Paul offers in terms of relying on power of the Holy Spirit, acting in unity and keeping faithful.

This discussion and challenge have continued within our Life Groups where relationship is developed, and faith strengthened.

We recognise important life events of marriage and baptisms, joining together with families to bless and to encourage. Up until lock-down there were a good number of these. We also, sadly, marked the end of life, saying goodbye to our oldest member of our congregation, Philip Shipman. He was a great supporter of our church and faithfully joined us each Sunday even as his heath diminished. The Covid pandemic robbed many of the chance to attend his funeral, however we will celebrate his life and contribution to ours by way of a memorial gathering later this year.

Given the congregation dynamics, many of those who come have young families. We continued to engage with families, as best we could during lockdown, and in the absence of Claire Wren, our Children and Families worker who is currently on maternity leave, we introduced Blankety Church, where families could meet together (socially distanced) to worship simply around a Christian theme.

What might be the next steps?

Getting into a building to begin worshipping again has been a crucial first step. We are not quite there yet but will 'rejoice' when we finally get to be together in our new home in the centre of GWP, the District Centre. Again, as I write this, there is still a huge amount to do, but with the right engagement from the District Council all the ingredients are there for it to be our long-term base both for services and outreach into the community. There we plan to begin 'replanting' after a period of 'pruning' (I appreciate that I am mixing metaphors here!), advertising the church to the entire community and welcoming everyone back.

Working in the Community

After six years working as founding Governor and latterly Chair of Governors at UTC Oxfordshire, I decided to step down. This was in June (2020) and seemed the right time, coinciding with the first appointed Head teacher leaving in April and the appointment of a capable replacement. I will still maintain some connection with regular visits and assemblies but will use the additional time now available for rest and prayer.

Recent conversations with the Head suggest that the UTC will be open for inviting groups back to use the building from September. This would include GWP Church if required.

I continue to work as Trustee of the GWP Boundary Park Sports Assn. and offer time within local primary schools with visiting and assemblies.

Those who make our Church thrive.

I am incredibly grateful for so many who work so hard to underpin all the work that goes on in our Church and beyond it into the community. I sense that this is not a chore, or something done out of duty, but rather an offering of ourselves because we believe doing God's work is transformative both to individuals and communities. Many who come to our gatherings talk of the atmosphere of welcome and hospitality. This is something we offer naturally. But it needs saying, that all this would not be possible without the unconditional effort of so many. So, thank you.

The way ahead

The passage in Acts 16 where Paul and Silas find themselves locked away in prison is one of those which we remember as having a happy ending. We celebrate with both men, God answering their prayers, the earthquake and the conversion of the entire jailer's family. A mighty story of transformation and change.

But I sometimes wonder whether we miss some of the teaching in this story in the way it unfolds. Paul and Silas are being faithful and proclaiming God's mercy and grace, railing against the inequalities taking place in a place of prayer. Their orders to free a slave girl with a spirit of divination went against the interests of her owners, who stood to lose a great deal of money if this girl was healed. So, her owners accuse Paul and Silas and have them beaten and thrown into jail. Even though the story, set out in Acts, is described in few words, we realise that those who oppose these men are serious and will do whatever it takes to get things back to normal. So, Paul and Silas suffer a mock trial, are stripped, beaten with rods and then receive a severe flogging.

For those of us wanting to image the whole story, this prelude, which gets us to the point of release and conversion must have been dramatic and frightening for the two accused. Of course, this makes the miracle of the earthquake and being set free, whilst they languish in jail, even more dramatic. But what would have it been like for Paul and Silas as they waited for their fate to be determined?

We have not been in anything like similar circumstances as we have worked our way through this pandemic. But to simply jump to a 'normal' situation, the good ending, would be to ignore what we have all gone through getting to this point. It has been difficult. Most of us have suffered loss. To put it another way, we lose so much if we simply focus on the good bits, of reunion and the joy of having a hug.

We want all these people to return but are not sure that they will or how to go about reengaging with them again. This prolonged period of absence has meant for many of us a loss of contact with those we feel most comfortable with – those in our church family. So, what will it be like to meet up again? Will they remember me and to what extent should I hope that our relationships can go back to something like there were?

In our often busy and stressful lives there seems merit in offering to God our biggest fears, knowing that we do not have the answers, that it is only in the silence where we are really able to hear God speaking to us.

Mark Bodeker – May 2021 (updated)

2020

Annual Report of the PCC

Didcot All Saints' Church

Introduction

Open to God

Open to Everyone

Open to Change

This report provides a reflection of the life at All Saints' and outlines the wonderful activities that all its members undertake in order to sustain our life of faith, prayer and fellowship. We extend a heartfelt thank you to everyone who makes All Saints' a warm and welcoming community.

All Saints' Parochial Church Council (PCC) has the responsibility for working with the incumbent, Revd Dr Andy Lord, in promoting the whole mission of the church: pastoral, evangelistic, social and ecumenical. The PCC also has responsibility for maintaining the church of Didcot All Saints', the churchyard and the Youth and Community Hall.

Objectives and Activities

The PCC is committed to enabling as many people as possible to worship at our church and to become part of our parish community at All Saints'. The PCC maintains an overview of worship throughout the parish and, through our Mission Action Plan, aims to witness to the love of God within the local community and the wider world. Our services and worship put faith into practice through prayer and scripture, music and sacrament.

When planning our activities for the year, we have considered the Charity Commission's guidance on public benefit and, in particular, the supplementary guidance on charities for the advancement of religion. In particular, we try to enable everyone to live out their faith as part of our parish community through:

- Worship and prayer; learning about the gospel and encountering God.
- Provision of pastoral care for people living in the parish.
- Missionary and outreach work.

We have drawn inspiration from the window of Martha and Mary, who illustrate the need for us to pause in prayer to enable action in the world. All Saints' seeks openness with Jesus in worship and mission, rooted in a welcoming place.

This last year has been dominated by the Covid-19 pandemic which has affected every area of church life. This rhythm of prayer/worship and mission/action has sustained us and enabled us to keep serving others. Our buildings have been less accessible in person, although more accessible online. They remain places of welcome that draw us to God.

All Saints' has been responsible for the legal overview of Great Western Park Church, which is designated as a Fresh Expression of Church. An annual report for the Great Western Park Church is given as an appendix to this report. The church became a Conventional District in January 2021.

Volunteers

We would like to thank all the volunteers who work so hard to ensure the smooth running of our church – its services, community outreach, the building itself, the hall and the churchyard.

In particular we would like to mention our churchwardens, Alastair Adams and Brenda Andrews, who have helped steer us through this pandemic year, providing wisdom and much practical help.

Achievements and Performance

Throughout 2020, the church community continued to build on the vision set out in the Mission Action Plan, reflected in our PCC subgroups. The four areas of focus are:

- Worship, prayer and faith development
- Mission and outreach
- Sustaining the work of the church
- Maintenance and development of the church buildings and environment

Worship, prayer and faith development

The coronavirus pandemic has affected the number of services we have been able to hold in the church building. We celebrated three baptisms and one wedding this year. In addition, we provided 15 funeral services of which only four were held in church with others taking place at other premises such as a crematorium.

The updated Electoral Roll, as presented to the 2020 APCM contained 70 members.

Music

2020 was a very challenging year for all of us, and not least musically.

Our normal pattern of rehearsals and services went out of the window overnight, but we are extremely proud of what we have managed to achieve despite the challenges of working remotely. The commitment of those able to contribute to the digitally based 'virtual choir' recordings has been admirable, amounting to countless hours of work from all concerned.

Since we moved to virtual singing, we have put together 108 hymns for the streamed services (plus the Eucharist setting, and Benedictus), generating in the process almost 100GB of data ....

The choir is greatly looking forward to being able to make music live again (once that is both permitted and safe), when the sound of voices singing together in worship will return in our building.

We are extremely grateful to Paul Hedley, our Director of Music, for all he has done in leading the virtual choir and in helping with relaying services from the church.

Prayer

Lottie and Peter Sumner continue to lead Quiet Space, giving an opportunity to a small group of people drawn from a number of churches in the town to gather for contemplative prayer. As with other church activities, the group needed to adapt to lockdown restrictions, with e-mailed reflections replacing meetings in the church building.

Over the past year the Healing Group, which is co-ordinated by Stuart Roberts, has kept in touch by e-mail to share requests for prayer and for monthly up-dates.

We would like to thank all who are involved with the Healing Group who have continued to keep in touch by phone and e-mail with those who need our support, either directly or through family and friends.

Hopefully, the group will soon be able to meet together again.

Faith development

A number of small groups began a Lent course using the *Helpful Habits* material for developing personal prayer. However, this was brought to an abrupt halt when the first lockdown came into effect in March.

Fellowship groups

The Monday Night fellowship group started the year by continuing to consider C S Lewis. In February, the group met for a fellowship meal at the Boar's Head. Unfortunately, the group has not been able to meet since the lockdown restrictions came into effect in March.

Sadly, the Natter Knitters weren't able to meet at all in 2020. They are really looking forward to meeting again and are hoping to celebrate the occasion with a lunch.

Young at Heart managed one meeting – an enjoyable Coffee and Cake in Jean Holderness' garden – before having to stop their usual get togethers. However, the group have been able to keep in touch by telephone throughout the various lockdowns.

Sunday School

Sunday school started the year, as usual, following the lectionary set for the year, but our sessions were cut short by the advent of the Coronavirus epidemic, in March. We enjoyed 'Christingle at Candlemas' in January and Elizabeth's baptism in February. Unfortunately, due to the Coronavirus lockdowns, we were unable to conduct any further Sunday School sessions for the remainder of the year. However, we are planning to resume our activities from September 2021.

Mission and outreach

In the light of the financial position of the church, the PCC reluctantly took the decision to reduce the amount of money given to missions and charities from 10% to 5% of its income. This led the Mission and Outreach Sub-committee to re-focus its strategy. The PCC has made a commitment to continue financial support to the TRAIN youth work project, which left only a small sum available for supporting other projects.

In response to the reduced budget, the sub-committee made a commitment to giving of time, talents and prayer for the organisations that All Saints' has traditionally supported.

The congregation was asked to provide information on the organisations that they are members of. This allowed a booklet to be produced that demonstrates the congregation is not just people who attend church services on a Sunday but are active within the community throughout the week. The various organisations are also highlighted in the prayer page of the news sheet.

Some of the initiatives arising from the sub-committee have led to increasing links with local families. These are discussed in detail in the section on community outreach given later in this report.

At the start of the year, Noreen Kennedy stood down from the sub-committee after many years of support. We are very thankful for all that Noreen has contributed.

The sub-committee has exciting plans for the future. If you would like to be involved in developing these plans you would be very welcome to join the sub-committee.

Schools

Having run school assemblies at both Manor and Stephen Freeman Schools at the start of the year, these came to an abrupt halt in March 2020: we are anticipating resuming these from September (2021).

Our relationship with Manor School has resumed, following the enforced quiet spell.

We supported a Prayer Space at Stephen Freeman School in February. Currently, we are in discussion regarding a potential Prayer Space at Manor School in the Autumn (of 2021). We also hope to host a Carol Service at All Saints Church, in December.

Bell Ringing

With three ringers (Bertie Doy, Andrew Jones and Peter Jones), we started the year ringing on most Sunday mornings and holding practices on Monday evenings as people's availability allowed.

Due to the COVID-19 pandemic no ringing took place from late March, with one exception – Andrew and Peter Jones (as members of the same household) recorded some ringing on two bells for use in the Christmas morning service.

23rd Didcot Scout Group

Unfortunately, we have no report on the scout group this year.

Didcot Garden Town

The Didcot Garden Town project has continued through 2020 and has highlighted a number of the larger projects such as the new road infrastructure money that has been obtained, business and research park developments, the Gateway project and improvements to the cycle network. A number of areas of Didcot are marked for more housing development with over 10,000 new homes either approved or under construction. The development on Valley Park, between Great Western Park and the A34, is delayed but there are still plenty of other houses being built!

There is a new advisory board for the Garden Town within the district councils and we have been encouraged to join Sounding Boards. Andy Lord, the Bishop's Advisor for Didcot Garden Town, attended the first of these and contributed some thoughts on how we need to link the big projects with local community activities. Ali Adams has been involved facilitating a number of conversations across the community. It has been good to hear about local concerns for the environment and more sustainable networks of travel.

The churches' response to the housing developments over 2020 have focused, at All Saints', on the appointment of Sasha Braun as curate to start in July 2021. She will be based at All Saints' but have time allocated to reaching out with others in new areas. The Laing's charity have very generously offered to provide housing for the long term that will enable us to be alongside others in developing community generally and in drawing people together in faith. It is great to have a personal involvement in these new areas. Ladygrove Church are reaching out to those moving into the new housing on the north edge of the estate. Great Western Park Church continue to engage with the council on the community buildings (with joys & frustrations!). Jonathan Mobey, Rector in Harwell & Chilton, has established a new Youth & Children's Work trust that draws together a number of churches from across Greater Didcot. This is seeking funding from the Diocese with the aim of nurturing our young people in faith and enabling them to reach out with the good news of Jesus.

Within the Anglican church, we have established a Great Didcot Group chaired by David Tyler, Assistant Archdeacon. This comprises the incumbents and meets every few months to focus on our joint mission across the growing Didcot area. It gives chance for us to share and learn together as we step out in faith. Reflections on the area continue to be a theme in the Deanery plan and work on this will be needed in the coming months. There is an awareness that the reduced income in many churches will bring challenges to maintaining the ministry and mission we would like.

Many agencies and charities have responded to the pandemic with great sacrifice and creativity and it was good to highlight the work of SOFEA and Didcot Food Bank in the All Saints' Harvest special online events. Interviews brought some of their work alive to us and we are encouraged to support them. We are also aware of the development of Didcot Community Partnership seeking to address many of the family issues raised before and

during the pandemic. It has been harder to build on some of the relationships with these agencies over this last year, when we have been unable to meet in person, and the demands on their time have soared. Yet we continue to seek creative ways forward together.

Sustaining the work of All Saints'

All Saints' Church

Total receipts on unrestricted funds were £54,019.68 of which £39,247.47 was unrestricted planned voluntary donations, and a further £8,493.96 was from Gift Aid. There was a deficit for the year of £17,640.60 before the transfer of £10,000 to the Building Fund, making a total deficit of £27,640.60. This was a further significant increase in the deficit from last year, which was £21,834.76.

The planned giving through the Parish Giving Scheme, Envelopes and banker's orders decreased again by 4.43% on top of the 3.7% decrease last year. Total income was down by 14.5% on top of the 7.63% compared with last year. This was partly due to the impact of COVID from March, which curtailed general collections, weddings and fundraising.

£71,660.28 was spent from unrestricted funds to provide the Christian ministry from All Saints' Church. This was a 4.53% decrease on 2019, which had increased 4.5% on the previous year. Much of this increase was due to the contribution to the diocesan parish share, which increased by 4.6% in the year. Maintenance and Running costs, which had been rising in previous years, were very similar to last year.

During the year, the total fund balances decreased from £139,353.81 to £105,713.58 of which £94,380.64 is unrestricted.

The Independent Examiner is Haines and Co. of Wallingford. The PCC's bank accounts are held with the

Barclays and NatWest Banks. The PCC is a charity registered with the Charity Commission.

The Youth and Community Hall

The running of the hall was disrupted by COVID during 2020, being forced to close from March 23rd.

Income was therefore significantly decreased with only £8,011.52 being received in fees, compared to £25, 705 in 2019. However, we did qualify for a Government Business rate grant for Community Halls, administered by the district council, which provided a further £11,539. The expenditure also decreased from £19,728 to £16,037.85, but many of the costs still remained even though the hall wasn't being used, including servicing and maintenance. This meant that there was still a reduced operating surplus of £3,512.67 prior to depreciation. This would not have been the case without the government support.

It should be noted that whilst there remains a surplus of assets over liability, we need to build up reserves for any major expenditure, especially as there remains significant cracking of the walls which remain under investigation and could be expensive to fix.

Reserves Policy

It is PCC policy to try to maintain a balance on free reserves (net current assets) to smooth out fluctuations in cash flow and to meet emergencies. The balance of the free reserves at the year end was £94,380.64, which is lower than last year.

The balance of £11,332.94 in the restricted funds is principally retained towards maintaining the building and meeting the upkeep of the churchyard. In addition, there is a restricted fund, held for Great Western Park Church, which had a year-end balance of £62,027.05.

It is our policy to invest the short-term investment fund balances with the CCLA Church of England Deposit Fund.

Maintaining and developing the church building and churchyard

Churchyard

Throughout the year, a slightly smaller team of volunteers have continued to work regularly, once or twice a month, to maintain the churchyard. Covid 19 has affected our numbers, with some volunteers needing to shield to protect themselves or others, and so we were not able to tackle any bigger projects, but instead continued to do our best to keep the churchyards mown and tidy.

We continue to establish level grass over the graves, when 'man-power' is available, in order to make mowing safer and easier. Another casualty to Covid was our annual Big Tidy Up where we usually tackle the heavier things such as boundaries with a larger group of helpers.

Sadly during the course of the year we have lost several of the rowan trees in the church field due to disease, and strong winds have ultimately brought them down. We now have the opportunity to think about whether they should be replaced, and if so, with what type of tree.

The two wooden seats in the new churchyard have also succumbed to age and rot, and so we need to think about appropriate good-quality replacements. They are appreciated by visitors who come to tend graves and like to sit a'while.

In terms of other maintenance, we still have an amount of outstanding lime mortar work throughout the churchyard which has been delayed. The work is very weather dependent and requires specialist contractors.

Other projects delayed by Covid were the new cremations memorial area on the eastern side of the new churchyard, and the replacement of the church bell tower ladder. We hope to get these moving along again in 2021.

As we mentioned last year, the average age of the group is creeping evermore upwards and more younger volunteers are urgently needed to help us keep our churchyards tidy, safe and welcoming.

The possibility of the front and north churchyards being formally closed is ongoing. If they can be, then the town or district council will take over the maintenance at a basic level.

Church Path and Lighting Project

With all permissions in place and a contractor agreed, works started on site 10th February. Firstly, the uneven Yorkshire stone path leading up to the church porch was lifted and removed from site - later sold on and monies received ploughed back into the project. Some of the better stone slabs were used to form the entrance aprons under the lych gate and adjacent the porch. With better path gradients this enabled us to lay a level entrance into church so removing one of the steps up into the porch - that then delivered easier access for all. The coloured tarmac path was soon laid linking these two York stone aprons. A gravel path was then constructed to link the front of

the church around to the hall, so giving a clean sound surface under foot. Jennifer & Stuart Roberts kindly donated a tonne of fine gravel so that the existing path between the hall and churchyard could then be resurfaced.

New Lighting standards were installed in late March so that the footpath could be illuminated from the lych gate straight through to the hall. New improved lights were also fixed to the west side of the church. Final electrical connections were completed on 20th April, which included automatic summertime adjusting timeclocks. These works have vastly improved people's ease of access around the church, especially during the hours of darkness.

The reactions to the finished project have been great - easy, safe access throughout and removal of so many trip hazards. The lighting in the evenings making access feel a lot safer.

The final cost of the project was £41,850.64 but after the benefit of various grants All Saints' paid £13,793.14, making a significant long term improvement with excellent value for money. This was only possible with the hard work of Sue Scane and Ali Goodall who secured a grant towards the project of £22,000 from FCC - they distribute landfill tax to help fund community projects. To release this grant a 11% contribution had to be paid by a third party, so I would like to thank Sue Scane and her family for this generous donation to make this project happen.

Noticeboards

After all the various planning and DAC permissions were in place, two new noticeboards were installed at All Saints' during the summer: one in the current churchyard and another on the approach to the hall. We would like to thank Julia Buckel for all her effort in sourcing and getting these two useful noticeboards into the ground. They have proved very useful in this past year with keeping people up to date with what has happened within church and all the changes that we have all had to cope with. They are also vital in displaying our various churchyard rules - these in turn help our volunteers who maintain our grounds at All Saints. In the future they will also advertise events at church and within the hall. The cost of both boards was just over £2,500.

Tree works

After a tree inspection, we have found that several trees needed professional work. A severe storm last year damaged a few trees including many of the Rowan trees lining the church field margin; unfortunately these trees were also badly infected with Ganoderma fungus which made them vulnerable to wind damage. The remaining three Rowans will be felled and we will look at replanting in the future - perhaps we could think of individually sponsoring a tree to replace those lost?

The ancient Yew, which has a Tree Preservation Order, will have some specialist work as multiple new growths on the trunk have grown then failed after strong wind have rocked their attachment points. There will be a reduction in the canopy to allow fewer but stronger branches to grow and mature.

SODC has granted planning permission for all these works to go ahead.

Bell Tower Ladder

It was highlighted that we needed to replace the bell tower ladder for Health and Safety reasons. We have had a couple of quotes for this work and a DAC faculty to proceed with the works has been applied for.

The replacement ladder will be made of aluminium and powder coated brown to match the oak beams. It will pivot at the top of the bell tower so allowing it to be pulled back in position much like a standard ladder. It will have a lower section which will slide down to anchor on the floor. There will also be a protective section so that when in the rest position against the wall it cannot be climbed. The current wooden ladder is vertical and attached to the cross beams so that you can't actually use some of the rungs as you climb up, hence the architect recommending this safety improvement for access. We look forward to seeing this being installed during 2021.

All Saints' Youth and Community Hall

Demand for Hall hire continued to be strong at the start of 2020 and many booking requests had to be refused due to the shortage of suitable booking

slots. However, the Covid-19 pandemic caused the Hall to be abruptly closed in March when national lockdown started and it remained closed until September 13th.

The second lockdown meant that the Hall had to close again on 5th November and it was still closed at the end of 2020. As the lockdown eases and the Hall fully re-opens, we hope to re-organise some regular booking times in order to allow more efficient usage of the facilities.

The PCC remains extremely thankful to the volunteers on the Hall management committee for ensuring the hall operates smoothly. Some routine maintenance and general tasks continue to be carried out, as required, by Paul Smith on an hourly rate, others are done by volunteers.

During 2020, monitoring of the wall cracks revealed seasonally cyclical movement as previously. One new thin crack appeared on the east wall at the south end.

Following advice from Price and Myers, three trial pits were dug around the North and East walls to establish the integrity of the footings. It was established that at the NE corner (where the cracking is worst) the footings were indeed faulty with the block work overhanging footings and what appeared to be some loose rubble between the bottom of the blocks and the top of the footings. Although no immediate work was necessary, Price and Myers recommended traditional underpinning for about 20m along the N and E walls. They quoted for preparing an Invitation to Tender document but are unable to provide project management services for such a project.

In August, a wireless network link was constructed to allow Internet access from the church, which required two additional mains power sockets to be installed above the chair cupboard in the main hall. A small amount of work was carried out in the office to facilitate the wireless network connection to the church.

Finances were obviously impacted by the Covid-19 enforced closures but this was offset by a Small Business Grant of £10,000 from SODC, for which we are very grateful to the Treasurer as the application process required substantial work. Full finance details are presented separately. Nicky Tarling is still employed as the cleaner but was placed on the Government furlough scheme for the periods when the Hall was closed due to Covid-19 related restrictions.

Updating of the Terms and Conditions continued during 2020.

Helen Barrett resigned at the start of the year and Anne Phillips was employed as temporary administrator. In October, a formal recruitment process was undertaken resulting in Anne being employed permanently.

Community Outreach

Revd. Debbie Lord has started a ministry as Priest in the Community and has provided the following report on what was done in 2020.

Having followed God's call to come to Oxfordshire in August 2019, we were, at the start of 2020 beginning to find our way around our new surroundings, getting to know neighbours and church family and enjoying the experience! Throughout those early months the call to pray for Didcot and especially those yet to discover God's love for themselves took us into new and varied conversations. This adventure continued even through the subsequent unexpected global pandemic, as all of us grappled with the challenges that each lockdown brought. To say that 2020 was an unprecedented year of change is of course an understatement. But even though there was and still is much to ponder, grieve, and learn from in the sorrows of 2020, there is also reason to give thanks and remember with gladness. God is no stranger to human suffering and displacement, and as I look back through some of the activities we participated in, I see creative and warm grace notes which are signs of His presence in the life of our community.

Alongside the online Sunday services that Andy and others contributed to, Hannah, Simeon and I offered Midweek Worship; contemporary songs, prayers and a short thought for the day which were taken up by a variety of people, not all of them previously connected to any church. We were encouraged by the number of people tuning in and also the amazing way that senior citizens- local and further afield- had risen to the challenge of learning how to use social media. Despite the limitations, these new-to-many forms of communication became a life line. And so we took these observations into our prayers, and thought about crafting new forms of worship. Thy Kingdom Come 2020, a global prayer movement was an opportunity we responded to, and our two online sessions featured readings, songs, and reflection around the thought that we as believers are called to pray for others to discover the Christian faith. It was heartening that so many church members joined in; our prayer life was strengthened.

Around this time, as a family we were getting to know our neighbours better through distanced conversations after the weekly NHS clap, and social media chats. It was an absolute treat to share musical moments from our driveway as the nation recalled VE Day, and wave at our neighbours as we enjoyed cream teas in our own safe spaces. We were becoming aware of each other's hobbies and interests, and it was obvious that people were really glad of the contact, even though it had to be at a distance. It made me aware that one of the big challenges in the pandemic was that there was nothing to look forward to for so many people. It was impossible to predict when life might 'return to its previous reality'. And with this thought and the growing sense that sharing creative gifts could help to bring fresh purpose, deeper relationships and hope, I spent time thinking about Harvest and ways to include and encourage a different kind of celebration.

During July and August we started to prepare for an online community Harvest Festival. We called it 'Didcot Harvest Past and Present' and with the help of many people arranged for special zoom events on 25th and 27th September. Our wonderful guest presenters, Stewart and Carol Henderson, offered us encouragement, humour and literary input along the way, and we began filming conversations with church members and local farmers about their harvest memories and current harvest activities. These conversations were incredibly informative, and Hannah, Simeon and I really enjoyed the learning curve of filming; there was such warmth and welcome! Thank you to everyone who contributed. As relative newbies to Didcot we were learning about its history and geography, the challenges and richness of rural life past and present. It was also interesting that many people who have lived here for decades said that they discovered things from our subsequent presentations that they did not know! With regards to mission, this was a listening phase, and it has fed into our understanding of what makes Didcot the evolving place that it is. It is also the case that our participants showed courage and a willingness to do something new, and for that we give thanks. Following the call of God to bless our neighbourhoods does involve stepping out of our comfort zones, and all of us have a part to play!

Into the mix of interviews, poems and history came some wonderful creative offerings: a huge collection of photos which people shared of their lockdown adventures growing plants veg and fruit; a 'guess the weight of the lardy cake' competition; potato juggling challenge (enjoyed by children and adults alike I recall!); a 'make an NHS Rainbow from fruit veg and flowers' photo opportunity; lively jazz from Simeon; specially recorded music from the choir; photos from Wantage Mill (one of the oldest left in the country) and interviews with Richard Kennell from SOFEA and Andrew Snell at Didcot Food Bank to bring the harvest provision stories bang up to date. Our online events would not have been possible without the care and computer expertise that Andy and Hannah contributed; editing film clips, sticking things together online and masterminding these events was an epic task. But it was such a worthwhile venture, and so many people who joined in were so glad to have been part of it. Our Friday night session showcased the many creative gifts in our community, and on the Sunday session we reflected on the story of Ruth, an Old Testament refugee who discovered the goodness of God during the barley harvest in Bethlehem. It seemed fitting as barley harvests in OX11 are a significant happening, and our prayer is that over time more people

will come to discover the goodness of God in a personal way, just as Ruth did all those centuries ago.

The next step after this was crafting for an online Advent Calendar of Light. We had realised that sharing photos was something our wider community likes to do, and the idea was to provide something reflective that people could use in the run up to what was going to be a very different sort of Christmas. Our launch event on Advent Sunday with the Hendersons as guest presenters again included Carol's wonderful poem 'Unimaginable Light', a conversation about her iconography, and Stewart's poem 'Christmas Magnificat'. Our Calendar was updated daily on YouTube and had a photo, specially recorded music and a thought for the day. So many people sent us pictures on the theme of light that it was a challenge to choose from them, but the calendar featured pictures from near and far! We are hugely grateful to Mike Kendrick and team at Wild Shots Outreach, based in Kruger National Park S.A. who sent absolutely stunning photos taken by African teenagers. If you want to know more about their vital conservation work please follow the link-
https://www.wildshotsoutreach.org/

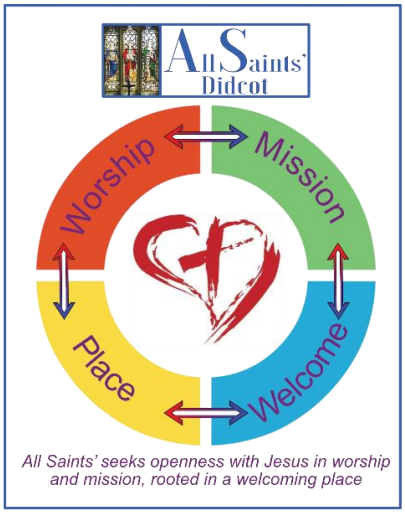
And behind all these activities was prayer. Grateful thanks must go to the small group of people who committed to pray for all these activities, asking that God would bring hope and light to many homes. We finished 2020 with joyful distanced filming of Harry and Freddie talking about their Christmas hopes, and their understanding of who baby Jesus is. Another reminder that we all have a part to play in sharing the Good News in our communities-however young or old we are! For that is the best news of all; *God moved into the neighbourhood, became one of us so that we might know his friendship and goodness in life's adventures.*

We have continued to reach out especially to families with children at

home since then, and are excited about the opportunities ahead.

Vicar's Report

At the start of 2020, I had been at All Saints' for four months and we were reviewing our life and mission together, which was helping me settle and understand what everyone valued about All Saints'. This was interrupted rather suddenly by the pandemic that changed everything whilst also perhaps highlighting more clearly what we wanted to hold onto together. I came back to reflect on all that had been shared in November and came up with the following diagram:



We value All Saints' as a place of welcome, seeking to develop worship for the regulars and mission in the community. The side chapel window of Mary and Martha continues to speak to me of our desire to keep together the closeness to Jesus in prayer and worship with the active mission in our local (and wider) community, seeking to serve and witness in Didcot and beyond. We have collected a great list of the community groups that we are each involved in and put together a cycle of prayer that embraces these alongside our mission charities, community concerns and individual

needs. At the heart of our life is the love of God seen in Christ.

During the pandemic we have continued these same themes, if in different ways. Our worship moved online and become more varied. We have had challenges with streaming from church but great work has been done on this by a number of people; the virtual choir has kept us in touch with familiar voices lifted up in worship – thanks to Paul for a huge amount of work on this; Quiet Space has provided monthly reflections at home – thanks to Peter & Lottie; the Healing Group with monthly prayer themes via email – thanks to Stuart & Jennifer; and we have tried shorter YouTube worship from home – with thanks to Debbie, Simeon & Hannah. In the early months, I provided reflections each week to help us think and pray through the challenges, which have now transformed into a monthly ministers letter. We have settled into a routine of weekly Facebook live services and tried Zoom services around Easter, Ascension and Thy Kingdom Come. Plenty of learning going on! Our faith has often been stretched but this is so often the invitation to growth. We are encouraged to be honest about what we have lost and found so difficult and to see the God who is found in the wounded Christ who embraces us.

Mission in the community has become more challenging with the distancing and lockdowns, although phone calls, Zoom and help with food and transport have made such a difference for people. With the significant challenges families have faced, we have tried a mix of online specials around the festivals with activity bags distributed to a growing number of children, many of whom have not been regular at All Saints' (with thanks to all involved in this). Who knows where this will lead! We did some brilliant Harvest online specials that drew on the wisdom of many at All Saints' as well as those in the farming community and local food charities.

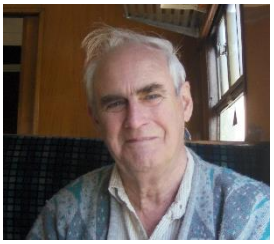
Although we have not been able to welcome people into our church building, we continue to welcome people virtually and have seen a number of people become regular at All Saints' over Facebook who were not before. Our weekly Zoom chats have been invaluable in sustaining the lives of those of us involved, providing a place of care and prayer. All those people who phone round regularly have been doing an invaluable ministry that has helped sustain us.

Thank you so much to our Church Wardens, Brenda & Alastair, who have been an active tower of strength over the year. All the cleaning, organising, WiFi fixing, building care, wisdom, support and so much more have been much appreciated. Thanks also to everyone on the PCC as we have mined the depths of detail in Government guidelines to try and make sense of the next steps! Thanks to Sue as Treasurer, who has been a wise guide through a time when our income has gone down significantly and we are reliant on our reserves (a hint to review your giving!). ,We have all appreciated the time put in by the choir, by those who have learned how to record

themselves reading & interceding, and those who have kept the churchyard in such good repair. Thanks also to Anne in the office – she stepped up after Helen left as our Administrator into what has been a challenging year and has done so well! She has enabled us to open the Youth & Community Hall when guidelines have allowed, alongside the grants that Sue Scane has been able to obtain to maintain this vital community building. Personally, I have also benefitted from the support of Josie, Mark, Hugh, Tim, Nick, and of course Debbie(!), as our local ministers who have given above and beyond through the year.

Some of our plans have been inevitably on hold in regard to our buildings and churchyard but we have begun the process of closing the old parts of the churchyard (in front of and behind the building) which were full in the 1960s. This does not prevent burials in existing graves but the maintenance will transfer to the Town Council.

We do continue to give thanks for those who have left this life in the secure hope of resurrection life with Christ. This last year, amongst others, we remember Philip Shipman who served All Saints' and GWP in many ways over the years.



I have been pondering what we have been learning over this very unusual year. In many ways we have simply kept going, sought to keep sustaining ourselves in worship and caring for those around us. The months have rushed by, from lockdown to lockdown, from hot sunshine to dull winter months. Through this we have been forcibly reminded that the Christian faith is lived out primarily in the places we live and amongst the people we meet (our 'frontline'). The church, as a gathering of Christians, exists to resource and nourish this kind of practical and outward looking faith. All Saints' has sought in different ways to resource our Christian lives with God.

We need resources for prayer and worship that are not limited to the building, but help us at home, with our families, in the challenging places. How might we continue and extend our online offerings and activity bags?

We need ways of supporting life in Christian community even when our community is distanced due to pandemic or the more general health and practical realities. How can we deepen our sense of community together?

We need to sustain lives that act for the good of others and resist the constant temptation to withdraw. How can we reach out in mission when our resources are limited?

These are questions that might guide us as we gently ease out of the restrictions. A common theme in a number of discussions in recent weeks has been that of prayer. The need to encourage one another in our lives of prayer, to deepen our experience of God, to know Jesus close by, to seek the provision of the Holy Spirit. I am so thankful for the Lord's provision over this last year, a year which was not what we expected when we arrived in Didcot! It has been great to get to know

you better and we much appreciate your kindness to our family.

This coming year we look forward to Sasha joining us as curate, with Matt, and we pray for grace, wisdom, steadfastness and hope as we walk together with Jesus.

Structure, Governance and Management

The Parochial Church Council is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure. The PCC is a Registered Charity.

The method of appointment of PCC members is set out in the Church Representation Rules. At All Saints', the membership of the PCC consists of the incumbent, licensed lay ministers, churchwardens, representatives on Deanery Synod and members elected by those members of the congregation who are on the Electoral Roll of the church. All those who attend our services / members of the congregation are encouraged to register on the Electoral Roll and stand for election to the PCC.

The PCC members are responsible for making decisions on all matters of general concern and importance to the parish including deciding on how the funds of the PCC are to be spent. New members receive initial training into the workings of the PCC.

Given its wide responsibilities, the PCC has a number of sub-committees each dealing with a particular aspect of parish life. These committees, which include worship and faith development, mission and outreach, fundraising, building development and the Youth and Community Hall management committee, are all responsible to the PCC and report back to it. Apart from the Standing Committee, which is the

only committee required by law and has power to transact the business of the PCC between its meetings as directed by the PCC, the sub-committees are advisory and do not have executive powers.

The PCC met for six scheduled meetings through the year. After the introduction of lockdown restrictions from March, most of these were held over Zoom. The PCC also met for a number of shorter *ad-hoc* meetings mostly in order to approve risk assessments for use of the church and the hall.

Annual Parochial Church Meetings are normally held just before or just after Easter. However, the Diocese permitted much-needed flexibility by extending the deadline for holding APCMs. All Saints' held its 2020 APCM on 11th October.

The Ladygrove Church

The Ladygrove Church, which is an Anglican/Baptist Local Ecumenical Partnership, is a parish in its own right. It is still, however, a part of the All Saints' benefice.

Deanery Synod

The deanery synod provides PCCs with an important link between the parish and the wider structures of the church. The Revd David Rice is the Area Dean for the Wallingford Deanery, which includes Didcot (St Peter's, All Saints', Great Western Park and Ladygrove), Harwell, Chilton, Cholsey, Moulsford, Hagbourne, Blewbury, Upton, South & North Moreton, Aston Tirrold & Aston Upthorpe, Wallingford, Crowmarsh Gifford & Brightwell-cum-Sotwell.

Meetings of the deanery synod in 2020 were interrupted by the COVID-19 pandemic. Consequently, only two deanery synod meetings were held and four meetings of the deanery synod standing committee.

The main focus of the year was to progress the mission action plan (MAP). This was an important piece of work, designed to support the mission of individual parishes and guide the life of our synod. The MAP is designed to help the deanery to focus on the issues considered important at PCC level in order to reflect these up to the diocese, providing vital input into Bishop Steven's Common Vision. The MAP was presented to the Dorchester Mission and Pastoral Committee in October 2020 and was well received.

Our MAP has four key focus areas:

1. **Development of ministry to children, young people & families**
2. **Developing our outreach to new & settled communities**
3. **Development of appropriate patterns of worship**
4. **Development of the Ministry in the Greater Didcot Garden Town area, both financially and structurally**,

One initiative emerging from the MAP was the creation of a programme of Pilgrim Path walks across the deanery, to link parishes and benefices. Four walks were planned as part of this programme, these being Blewbury, Wallingford, the Astons and Didcot/Hagbourne. Each pilgrimage was planned to start and end with prayers and refreshments would be

included. Unfortunately, this programme was brought to an abrupt halt by the pandemic and will be rescheduled at a later date.

Another initiative to emerge was the Youth Initiative, working to develop a standalone Youth Trust to better equip secondary age youths; this involves churches in the Greater Didcot area and ecumenical partners.

At the meeting on the 11th of March 2020, Rachel Brockie spoke about the work of The Children's Society and how some children today live through some awful experiences. The Children's Society help by campaigning for law changes to make life safer for children at risk, helping children to access the mental health support they need, striving to stamp out the trafficking of young people and criminal exploitation etc.

The meeting on the 24th of November 2020 focused on developing the church online, acknowledging that most churches had introduced an online service facility at some point since the start of the pandemic. The guest speaker was Revd Matt Hogg from St Alban's, Fulham who spoke about online church, particularly social media, and how that can be used to connect with people, including those who attend church physically.

Finally, the Parish Share for 2021 was negotiated; this highlighted that some parishes would not be able to meet their parish share in 2021 and that others would struggle. For some parishes this is an ongoing problem, for others it is a direct result of the pandemic.

Ecumenical relationships

The church is a member of Churches Together in Didcot and District (CTDD).

A Women's World Day of Prayer service was organised in March. Plans were also drawn up for an Ecumenical Lent Study Group but that had to be cancelled.

Options were investigated for Good Friday, and Contact details for all Churches circulated for Easter.

Information was circulated to Church leaders on Services During Coronavirus.

We have not been able to have meetings of the enabling group (committee) or an AGM, due to the Coronavirus, but the offices have continued.

Andrew Jones continues as Convenor (chair).

The Didcot and District Christian Aid Committee, D & D Christian Aid, was not able to organise anything for Christian Aid Week, but information was circulated.

A Coronavirus-secure version of the Christian Aid Sponsored Walk took place in October, on the Downs, and that raised £1,118, with £430 from All Saints and £372.50 from Great Western Park. The Chilton Plant Sale raised £595.

Safeguarding

We seek to be a church that provides a safe and secure environment for the

most vulnerable in our church and in the wider community and, therefore, place major importance on the implementation of all safeguarding policies to enable this. We are working towards a vision where every member of the church sees themselves as a part of providing this environment for the most vulnerable.

DBS (Disclosure and Barring Service)

During the year, a number of additional people received DBS clearance for work with children, young people and vulnerable adults. The clearance provider for the Diocese is Access Personal Checking Services Ltd. as recommended by the Church of England. We are very grateful for the work that Tim Scane has carried out as verifier (viewing applicants' documents to confirm their identity) and keeping track of when people are due for renewal.

Safeguarding Policies and Training

The recommendations in the Safeguarding Policy are adhered to in all activities relating to safeguarding and recruitment. The PCC has an ongoing Promoting a Safer Church Action Plan which is reviewed annually, although the pandemic reduced our usual activities.

A copy of the Safeguarding Handbook is available in the Vicar's vestry and online. We follow its procedures for dealing with any safeguarding concern or allegation. We recognise the importance of being sensitive to any issues that may be raised and responding appropriately.

Training has continued on-line for those in the relevant roles. Eleanor Hards, the safeguarding officer, has completed all the required training.

The Church of England from time to time also provides Safeguarding learning reviews arising from serious situations elsewhere.

Safeguarding issues

There were no major pastoral situations during 2020 which raised safeguarding issues.

During the year, the major safeguarding issue was the Covid-19 pandemic. National and Church of England guidance was followed at all times, with frequent updating, in relation to both the Church premises and the Youth and Community Hall.

Health and Safety

David Ralston has taken over responsibility for health and safety; many thanks to Peter Baker for all that he has contributed over the years.

Covid-19 has created challenges to both the church and the hall. One positive outcome of the pandemic is the reduction in risk owing to fewer people being in or around the premises. No accidents were recorded during the year and no Test and Trace contact notifications were linked to either the church or the hall. There is an expectation that further challenges will arise as the lockdown restrictions are lifted.

A lot of effort was put into production of coronavirus risk assessments for both the church and hall. In all cases, these were produced in the light of both government and Church of England guidance.

A big thank you to David for drafting the assessments and to PCC members for making time for online meetings to approve them.

We continue to look at issues around accessing the bell tower and other areas presenting fall-from-height hazards such as using the staircase giving access to the old Rood Loft.

Administrative information

All Saints' Church is situated in Lydalls Road, Didcot. It is part of the Dorchester Episcopal Area in the Diocese of Oxford within the Church of England. The correspondence address for the church is: The Administrator, All Saints' Youth and Community Hall, Roman Place, Didcot, Oxon, OX11 7ER.

The website address is:
www.didcotallsaints.org.uk

The Didcot All Saints' Church Community Page can be found on Facebook.

PCC members who have served at any time during 2020 are:

Ex-Officio members:

Incumbent: The Revd. Dr Andy Lord
Associate Minister, GWP Church:
The Revd. Mark Bodeker
Wardens: Mr Alastair Adams
Miss Brenda Andrews
Licensed Lay Ministers:
Dr Nick Hards
Dr Tim Scane
Deanery Synod Representatives:
Mrs. Alison Adams
Mrs Eleanor Hards (until October)
Mr. Andrew Jones (until October)

Elected members:

Mrs Julia Buckel (until October)
Mrs Clare Hamer
Mrs Eleanor Hards (from October)
Miss Anne Phillips
Mr David Ralston (from October)
Mrs Sue Scane (until October, co-opted November, Treasurer)
Dr Peter Sumner (Secretary)

Signed:

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Revd. Dr Andy Lord

Date:

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Great Western Park Church
A heart for the community

Great Western Park Church annual review 2020

Summary

As I write this update to the previous report prepared in October 2020, quite a lot has changed. We are planning to begin worshipping together (23rd May – Pentecost) and to do this in a new building, the GWP District Centre. Lifting of restrictions is also enabling us to plan for the reopening of our Community Café and to begin to welcome back families, who we have sadly missed during this pandemic. Meeting together virtually has ensured that the life of the church has continued, but not everyone has been able to engage with this. Like many other Churches and charity based groups, children (their parents) and those unable to manage Zoom or the internet generally have found this medium difficult (and tiring). It is one of our priorities that we reengage with these groups immediately we begin to gather again. As such, intergenerational services and a return to Morning Prayer and services of Holy Communion at Williams Place will be our primary focus.

Up until now, our 'live', interactive services have continued each week with a blend of contemporary worship and praise. We have focussed our bible teaching and sermons on the experience of new church congregations in the New Testament, forming in Jerusalem and in Philippi. More recently we have been looking at unanswered prayer and when God seems silent or absent. This has linked in with Life Group meetings where we have been working our way through Pete Grieg's Prayer course(s). Our services have catered for all-ages, although we recognise the difficulty for children and young people to concentrate on a live-streamed service delivered on a small screen. That said, we have enjoyed the

interactive activities which have taught bible stories and bible themes in simple, yet effective ways. We have also maintained two separate congregations with the main Sunday congregation adopting technology to meet, while those at Williams Place sharing a weekly reflection service which has been faithfully printed and distributed by staff to around a dozen residents who have worshipped from the safety of their own apartment. We have continued to offer regular reflections to our church community via a weekly Newsletter, with contributions from several of our congregation. We also meet each week for coffee and chat as part of our virtual Community Café, and have introduced a Church Quiz, recognising the importance of meeting socially. Life Groups have also continued to meet, with two new groups added, maintaining the structure and support for members both practically and spiritually.

Indeed, I am amazed and hugely encouraged by the amount of work done by so many to keep things together and to continue to offer the love of God to both our church congregation and community. In many ways it is a testament to the 'pioneering' spirit of our church and its deepening roots that we remain 'open'. It is also exciting that we are turning our efforts to opportunities for post Lockdown 'replanting' and 'flourishing'. Thank you to all of you for your faithfulness in these extraordinary times.

Establishing Traditions

One of the wonderful advantages of a relatively new church is that you can try new things. We wanted to offer a Christian community event at Christmas that focussed on 'gift' – Jesus born as a human, given without cost, offering hope and joy. Our first Carol Service on December 7th, 2019 included readings and carols and a wonderful performance by Stephen Freeman School Choir who sang to us. It was full to bursting (refer to picture below) and we were able to witness boldly, telling the story of Jesus' birth, explaining that this remained relevant to everyone. Sadly, this could not be repeated in 2020 but we will retain this as a key event in our church and community calendar going forward.

Maintaining existing ones (Traditions)

Activities Week in GWP was again popular with c 1,500 people engaging in a week of activities in July 2019, designed for children and families. At the end of the week, we invited the entire community for an evening BBQ with live music and entertainment.

Maintaining this intensity in terms of organising and running events, with a relatively small number of willing volunteers, and committing sufficient funds to ensure virtually free access to all, is demanding. Reflecting also on how we might add a more Christian focus to future events and to encourage new people to engage with GWP Church, we had planned to join with Boundary Park Sports Association to 'take over' the Sunday of their 'Bands on the Boundary' weekend event in June called 'Beyond the Boundary'. It will be like a large, traditional Church fete and another wonderful opportunity to the community together to 'reunite'. We are planning an open-air service to begin the day and then, combine interactive activities and games that would engage the whole community. BP Sports Assn. offered their facilities and infrastructure without charge. With all restrictions planned to be lifted on June 21st we hope that we will be able to go ahead with this and enjoy the day with the entire GWP community.

Progress and Challenges

GWP Church was designated a Conventional District on 20th November 2020. This triggered the transfer of those within the Leadership team onto a newly formed PCC, with an update of the Electoral Roll, election of Church Wardens – Kath Butler and Ryan Williams, along with the appointment of Deanery synod Reps. - David and Sue Hawkins. A PCC Secretary will be appointed this coming APCM on June 13th. Much of our recent focus as a PCC has therefore been to develop new structures which underpin the operations and life of the church. This has involved creating a number of sub-groups, designating leaders for each and appointing and co-opting members of the PCC or congregation to provide oversight. Subgroups include.

Children and Families
Communications
Finance and Property
Mission and Outreach
Pastoral acre
Worship

These subgroups meet regularly and present to the PCC recommendations for approval. This means for a more efficient and timelier PCC with matters for decision or agreement set out by way of note for consideration beforehand.

Although remaining part of the Benefice of All Saints', and maintaining existing parish boundaries (for which the outline of GWP sits in 4 separate parishes), the establishment of a Conventional District means independence in terms of spiritual direction and early steps to becoming a separate parish. With this comes the requirement to pay Parish Share, a timetable for increasing Share set, and which the first payment is due in 2022.

I am acutely aware that this extra work is mainly placed on those whose lives are already terribly busy. We must not overburden our most committed individuals and to recognise that we cannot do everything (right now!). More and more, we must recognise the importance of accepting God's hand and leading in all of this and that it is He who sustains us. We are required just to be faithful.

The core focus of the Church – Mission

At the heart of what we do (our DNA), is mission. One of the challenges with Lockdown has been those whose faith is new, or who are on the edge of joining, and have tended to drift away when we stopped meeting together physically. It has been hard to retain them week after week on Zoom. We are now in a new phase of rebuilding. We are also blessed to have a core of dedicated congregation who have stuck at it. Our service recordings and weekly reflections sent to the entire community have also been greatly appreciated.

Challenging those who do come has continued during our services, where we focus on an application to faith which is incarnational. We have done a number of service series focussing on the new church emerging in Acts, and then for those churches in the New Testament who are establishing themselves, such as Philippians, the lessons Paul offers in terms of relying on power of the Holy Spirit, acting in unity and keeping faithful.

This discussion and challenge have continued within our Life Groups where relationship is developed, and faith strengthened.

We recognise important life events of marriage and baptisms, joining together with families to bless and to encourage. Up until lock-down there were a good number of these. We also, sadly, marked the end of life, saying goodbye to our oldest member of our congregation, Philip Shipman. He was a great supporter of our church and faithfully joined us each Sunday even as his heath diminished. The Covid pandemic robbed many of the chance to attend his funeral, however we will celebrate his life and contribution to ours by way of a memorial gathering later this year.

Given the congregation dynamics, many of those who come have young families. We continued to engage with families, as best we could during lockdown, and in the absence of Claire Wren, our Children and Families worker who is currently on maternity leave, we introduced Blankety Church, where families could meet together (socially distanced) to worship simply around a Christian theme.

What might be the next steps?

Getting into a building to begin worshipping again has been a crucial first step. We are not quite there yet but will 'rejoice' when we finally get to be together in our new home in the centre of GWP, the District Centre. Again, as I write this, there is still a huge amount to do, but with the right engagement from the District Council all the ingredients are there for it to be our long-term base both for services and outreach into the community. There we plan to begin 'replanting' after a period of 'pruning' (I appreciate that I am mixing metaphors here!), advertising the church to the entire community and welcoming everyone back.

Working in the Community

After six years working as founding Governor and latterly Chair of Governors at UTC Oxfordshire, I decided to step down. This was in June (2020) and seemed the right time, coinciding with the first appointed Head teacher leaving in April and the appointment of a capable replacement. I will still maintain some connection with regular visits and assemblies but will use the additional time now available for rest and prayer.

Recent conversations with the Head suggest that the UTC will be open for inviting groups back to use the building from September. This would include GWP Church if required.

I continue to work as Trustee of the GWP Boundary Park Sports Assn. and offer time within local primary schools with visiting and assemblies.

Those who make our Church thrive.

I am incredibly grateful for so many who work so hard to underpin all the work that goes on in our Church and beyond it into the community. I sense that this is not a chore, or something done out of duty, but rather an offering of ourselves because we believe doing God's work is transformative both to individuals and communities. Many who come to our gatherings talk of the atmosphere of welcome and hospitality. This is something we offer naturally. But it needs saying, that all this would not be possible without the unconditional effort of so many. So, thank you.

The way ahead

The passage in Acts 16 where Paul and Silas find themselves locked away in prison is one of those which we remember as having a happy ending. We celebrate with both men, God answering their prayers, the earthquake and the conversion of the entire jailer's family. A mighty story of transformation and change.

But I sometimes wonder whether we miss some of the teaching in this story in the way it unfolds. Paul and Silas are being faithful and proclaiming God's mercy and grace, railing against the inequalities taking place in a place of prayer. Their orders to free a slave girl with a spirit of divination went against the interests of her owners, who stood to lose a great deal of money if this girl was healed. So, her owners accuse Paul and Silas and have them beaten and thrown into jail. Even though the story, set out in Acts, is described in few words, we realise that those who oppose these men are serious and will do whatever it takes to get things back to normal. So, Paul and Silas suffer a mock trial, are stripped, beaten with rods and then receive a severe flogging.

For those of us wanting to image the whole story, this prelude, which gets us to the point of release and conversion must have been dramatic and frightening for the two accused. Of course, this makes the miracle of the earthquake and being set free, whilst they languish in jail, even more dramatic. But what would have it been like for Paul and Silas as they waited for their fate to be determined?

We have not been in anything like similar circumstances as we have worked our way through this pandemic. But to simply jump to a 'normal' situation, the good ending, would be to ignore what we have all gone through getting to this point. It has been difficult. Most of us have suffered loss. To put it another way, we lose so much if we simply focus on the good bits, of reunion and the joy of having a hug.

We want all these people to return but are not sure that they will or how to go about reengaging with them again. This prolonged period of absence has meant for many of us a loss of contact with those we feel most comfortable with – those in our church family. So, what will it be like to meet up again? Will they remember me and to what extent should I hope that our relationships can go back to something like there were?

In our often busy and stressful lives there seems merit in offering to God our biggest fears, knowing that we do not have the answers, that it is only in the silence where we are really able to hear God speaking to us.

Mark Bodeker – May 2021 (updated)