THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF DEDWORTH

England & Wales · Charity number 1183536

Details

Other names	All Saints Dedworth
Status	Registered
Legal form	Other
Registered	2019-05-22
Register	View on the Charity Commission register

Contact

Address	All Saints Church Dedworth Road Windsor SL4 4JW
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Activities

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

Activities: All Saints is the CoE Church for the Parish of Dedworth in West Windsor. We promote the word of God through weekly church services, bible study, etc. The church provides the 'normal' functions of Baptism, Weddings and Funerals. We support the local community in many ways - eg. helping the poor with food and support, working with the elderly and sick, working with the schools and care homes.

Classification

- **How:** Makes Grants To Organisations, Provides Buildings/facilities/open Space, Provides Services
- **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

- Windsor And Maidenhead

Finances

Period end	Income	Expenditure	Assets	Employees
2025-12-31	£187,648	£136,753	-	-
2024-12-31	£136,753	£139,020	-	-
2023-12-31	£149,710	£115,082	-	-
2022-12-31	£80,734	£92,115	-	-
2021-12-31	£122,227	£92,113	-	-
2020-12-31	£95,431	£94,234	-	-

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Trustees

Name	Role	Appointed
Rev Paul Colin Walker	Chair	2021-07-15
Astra Adonna Parsons		2022-05-15
Barbara Eleanor Carter		2023-07-03
Edwin Philip Manning		2025-05-11
Jacqueline Elizabeth Wiggins		2019-04-28
James Andrew Giles		2019-04-28
John Andrew Sturgeon		2020-04-15
Martha Caroline Alexa Beswick		2025-12-27
Mary Elizabeth Findler		2020-10-18
Michael Thomas Bourne		2020-10-18
Paul Charles Watkins		2020-05-13
Penelope Anne Roche		2020-10-18
Rev Adam Jack Wingrove		2023-07-03
Ruth Margaret Norris		2019-04-28
Samuel Kofi Antwi		2025-05-11
Susan Christine Morgan		2019-04-28

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Accounts

ALL SAINTS CHURCH DEDWORTH

Annual Report & Financial statements June 2025 – March 2026

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PART 1 – Annual Report

1. AIMS and PURPOSES

All Saints' PCC is responsible, in co-operation with the Vicar, for promoting the whole mission of the Church – pastoral, evangelistic and social – within the ecclesiastical parish.

The PCC of All Saints' Dedworth is a corporate body established by the Church of England and operates under the Parochial Church Council Powers Measure. The PCC exceeds the limits for exception from registering with the Charity Commission and is therefore registered under the name of "Parish of Dedworth." (Charity No. 1183536).

The method of appointment of PCC members is set out in the Church Representation Rules. The membership of the PCC consists of the Vicar, Assistant Curate, Licensed Lay Ministers, Churchwardens, Deanery Synod representatives and members elected by those members of the congregation who are on the electoral roll of the church. All those who are members of the congregation are encouraged to register to be on the Electoral Roll and stand for election to the PCC if they so wish.

The PCC is aware of the Charity Commission's guidance on public benefit in "The advancement of Religion for the Public Benefit" and has regard to it in the administration of the parish.

The PCC believes that, by fulfilling its responsibility to work together with the Vicar and co-operate in all matters of concern and importance for the promotion of the whole mission of the Church, it provides a benefit to the public, both to individuals and to society as a whole, by: providing resources and facilities for public worship, pastoral care and spiritual, moral and intellectual development, both to its members and for anyone who wishes to benefit from what the church offers; promoting Christian values and the service by members of the church to their communities.

To facilitate this work, it is important that we also maintain the fabric of All Saints' church. This review summarises the life of All Saints' church during the calendar year 2025/2026 and highlights a number of events and activities. Again this year, those responsible for many of the church's activities have been invited to contribute.

The PCC met six times between June 2025 and March 2026. During the year the following served as members of the PCC, ex-officio, elected or co-opted/invited to attend.

Ex officio members:

Vicar and Chair	Revd. Paul Walker
Churchwardens	Michael Bourne and Philip Manning
Curate	Revd. Adam Wingrove
Deanery Synod reps	Joanne Kilner, Sue Morgan (until January) plus one vacancy

Elected Members (term of election as a parochial representative by each name)

Elected until 2028
Martha Bissell
Sam Antwi
Astra Parsons

Elected until 2027
Penny Roche
John Sturgeon
Andrew Giles

Elected until 2026
Mary Findler
Barbara Carter
Jackie Wiggins (Parish Safeguarding Officer and PCC Minutes Secretary)

2. Electoral Roll Report – Andrew Giles

Our dear friend Trevor Morgan did this role for many years always with humour and often a funny poem and he is quite an act to follow. After Carol Hughes' efforts last year in compiling a new list last year we are building on solid core of people. Of the 96 on the roll last year 2 have sadly died – Trevor and Sue Morgan and we have 1 other who has left. 23 more have been added, mainly people we didn't intercept last year who come regularly and several new people taking us to a healthy 116. Our mailing list database is 175 so there are many more people we see more occasionally and of course all of these numbers exclude children.

3. Vicar's Report – Paul Walker

As I reflect on our past year at All Saints', my overwhelming response is one of gratitude—to God and to all of you who make up this wonderful church family. Thank you for all that you do to make Jesus known.

Why do we do what we do? Put simply, Jesus. He is our 'why.' In a world where there is so much need, we want to worship Jesus, serve him and share him, as we grow more into his likeness. Everything we seek to do as a Church flows from that calling. To that we say, 'Here am I. Send me!' Isaiah 6:8

We are so blessed to be a healthy, growing and faith-filled community, represented by people of all ages. Week by week we reach out into our local community in many ways—through worship, prayer, pastoral care, outreach, and the everyday relationships that grow from being present in Dedworth. The church Centre continues to be a welcoming and worship-centred place at the heart of the community. Through all the ministries mentioned in this report, we seek to create opportunities to gently share the love of Jesus with others.

So many people experience the joy of serving together as part of the ASD community. I want to say a heartfelt thank you to everyone who gives their time, gifts and effort to the life of the Church. Please know that you are loved at All Saints' for who you are, not simply for what you do. As God is doing so much in and through us, offering our time, talents and financial giving are important ways that we participate in God's mission and help release the potential that God has for us as his people.

I would particularly like to thank Reina for her faithful and outstanding service as Church Administrator. Reina has supported so much of the life of the church behind the scenes, including the significant administration involved in the many baptisms, reaffirmations and confirmations we have celebrated. We are deeply grateful for her dedication.

We are also delighted to welcome Rebecca into her roles as Church Operations Administrator and Children's and Families Lead. Rebecca's organisation and ideas are already having a significant impact, and we look forward to supporting her in prayer and service as she launches the new after-school club and toddler group after Easter. While Rebecca will facilitate many of these activities, their flourishing will depend on us all stepping forward to serve and support these new areas of ministry together.

I would also like to express my deep thanks to Adam for the faithful ministry he continues to offer among us. Over the past three years of his curacy, Adam has grown into his calling with wisdom, maturity and a clear dependence on God. He ministers with a calm assurance, pastoral sensitivity and a real gift for encouraging others to flourish in their faith. Many areas of our life together as a church have been strengthened through his leadership and service, including his holding of the vision and oversight of the Vine and Fig Tree Café and his wider involvement in the life of the parish and community. As Adam, Emma, Ellis and Levi begin to discern where God may be calling them next, please do keep them in your prayers as they seek God's guidance for the next chapter of their journey with Jesus.

Finally, thank you to everyone who serves, prays, gives and encourages others in the life of the Church. Let's continue to say to the Lord, *'Here I am, send me,'* and trust that the one who calls us is faithful and he will do it!

With love and every blessing,

Paul

4. Worship and Prayer – Paul Walker

Worship and prayer are at the heart of our life together as a church. We seek to worship as the family of God, in spirit and truth, allowing God to speak to us, as he transforms us more into his likeness.

We are thankful for the two main acts of worship we share together on Sunday mornings, each with a distinct style, both continuing to grow—especially with those in their 20's and 30's. We now have a crèche at both gatherings! Some Sundays also include baptisms, as we celebrate as people give their lives to Jesus and welcome them into the life of the church family. Shared refreshments between the two gatherings and at the end of the 11am, provide an important time of connection and fellowship.

At 9.15 we continue to gather for Holy Communion most weeks. On the first Sunday of the month we have a Service of the Word, led mostly by Mike and Jacki Thomas. During Advent we enjoyed a Nativity through Art**,** offering a reflection to engage with the Nativity story and before Wonderfully Made, Sue Morgan also encouraged us to create art focused around God's love for us.

The 11:00am gathering is a lively and welcoming time of worship for all ages. We start with Sung worship together, led by the band, and then the children and young people have their own, age appropriate, worship in one of either two or three groups. Thank you to the many people who faithfully serve in these teams each week, enabling this ministry to continue to grow, and we would always welcome more people who feel called to support and encourage the younger members of the church family.

Throughout the year we remain together for all-age gatherings. These include: Harvest, the Nativity, Mothering Sunday, Palm Sunday, Father's Day, and our Christmas Day and Easter Day celebrations, where the whole Church comes together for Communion.

We had the joy of celebrating both a service with immersion baptisms and reaffirmations on Father's Day, with 24 candidates and a Confirmation service led by Bishop Mary, where 22 candidates affirmed their faith in Jesus! It was a joyful celebration of faith and commitment shared by the whole church community.

A highlight of the year was the Wonderfully Made week, which included teaching, creativity, reflection and celebration as we explored themes of identity, value and faith.

Worship was woven throughout the week, with celebration services in both the morning and evening. It was wonderful to see how the Holy Spirit was working in and through us, particularly during the evening celebrations where there were moments of prophetic encouragement, calling and blessing shared among the congregation.

Each morning between 9:00 and 9:30am, a growing group ranging from 4-8 people gather in church to pray using the Lectio 365. We have also continued to meet on the third Sunday of each month at 5:30pm for a Prayer Meeting, followed by tea and toast. Lower attendance at this has caused us to pause and discern how we can develop opportunities for prayer that fit more with people's needs going forward.

Our monthly Wednesday Communion service at 11:30am also continues to meet a need for worship and support those unable to attend on Sundays. Worship and prayer remain central to our Life Groups and the wider life of the church.

5. 2025 Financial review – Paul Watkins

Statements of the PCC

All Saints Church Dedworth – Annual Report and Financial Statements For the year ended 31 December 2025. Expenditure exceeded income in 2025, resulting in a deficit of -£4k. However, this reflected some exceptional one-off costs during the year, such as £10.4k spent on further repairs to the church roof. Overall, regular income remained stable for the year:

Regular Income	2022 Total	2023 Total	2024 Total	2025 Total	Variance 24/25 + / -
Standing Orders	10,426	10,157	9,700	6,313	-3,387
Parish Giving Scheme	35,453	43,403	52,348	52,286	-61
PGS Tax income	8,273	9,993	11,979	10,875	-1,104
Collections (cash)	1,641	2,944	2,814	2,500	-314
Envelopes	57	0	0	0	0
Sub total of regular giving	55,850	66,496	76,840	71,974	-4,867
Hall Hire	10,145	15,779	15,522	20,947	5,424
Total	65,995	82,275	92,363	**92,920**	557

The Vine & Fig Tree Church Café contributed a net income for the year of £1.5k, taking into account Trust Grants amounting to £9.7k for café salaries that had been successfully obtained at the end of 2024. The opening hours for the Café were significantly extended in September resulting in increased takings which should ensure that the Café remains in profit in 2026. The café has also been successful in winning two local café awards and fostering a place of welcome in the community. During the year, improvements were carried out to the church heating equipment including the replacement of radiators and the installation of a Hive monitoring system. This contributed to Heat & Light expenditure remaining stable, £7.5k in 2025 vs £7.4k in 2024. Notwithstanding the small loss for the

year, the Church continues to hold £60.5k in a general fund in reserves which is sufficient to meet forecast costs and expenses in 2026.

6. Reserves policy – Paul Watkins

Reserves policy

It is PCC policy to maintain a balance on unrestricted funds that equates to at least three months' unrestricted payments; this is equivalent to £48k. It is held to smooth out fluctuations in cash flow and to meet emergencies. The remaining level of reserves at year end is sufficient to cover budgeted expenditure in 2026 and enables the church to maintain its current level of worship and pastoral support. In the event of surplus funds at the financial year-end, the PCC will consider how these funds might be used for local mission, outreach and charitable giving.

7. Fabric – Phil Manning

2025 was another year where significant progress was made in improving the fabric of the building and its gardens.

The improvements to the building have been necessary in order to preserve the infrastructure of the centre and also to improve and maintain the appearance.

As ASD sits in such a prominent position within Dedworth, we are grateful to all those who have contributed to the centre's upkeep, giving so much time and making such an impact on the appearance and longevity of the church centre. I am sure all the surrounding local community appreciate these works as much as the members of ASD.

The main works undertaken over the year were replacing all the old iron guttering, downpipes, adding new white fascias and soffits around the entire church centre. This made a material difference to the appearance of ASD, as well as preserving the building structure. In addition, the roof above the cafe studio needed significant remedial work to repair the roofing felt and slates.

Safety has always been a high priority within ASD and in order to meet fire regulations the loft door was changed and all Fire extinguishers were serviced and upgraded as required, special thanks to Mike Brooks & Rebecca Jarmola for arranging this.

The foyer disabled toilet was not easy to access—if you were in a wheelchair—due to the door hinges being on the wrong side making it extremely difficult to open. This has now been addressed and the door was rehung with 'right hand' hinges making access easier for all.

The heating systems required extensive overhaul, requiring new radiators which have made a significant difference to the buildings, this was followed by 'HIVE' a new heating

management system being installed for which we thank Peter Norris for his support in the installations.

The gardens are looking great thanks to Ruth Norris and those who have volunteered their time in maintaining these, notably we now have a 'Bug Hotel', a vegetable raised bed and attractive wall trellis. Recently, the trees were pollarded and cut back enhancing even more how nice the church centre looks, special thanks go to Peter and Ruth Norris for their passion overseeing works.

2026 will be a year of continual improvements, hopefully including a new church kitchen and new linoleum floor coverings.

We thank God for his provision and sincere thanks to all those who generously support all these projects.

8. Technology – John Sturgeon

We sometimes forget how much we rely on technology in our lives and within church life we are using it more than ever. This year we have seen several major advances in the tech that we use within the building and in the cloud as we push to be more efficient and to have some great ways of working.

We have upgraded the heating system with smart thermostats, cloud-based controls on a phone-based App – this drives easier control, remote timer programming for room bookings and hopefully some energy saving.

We have replaced the network equipment throughout the building installing new managed switches, new WiFi access points and providing segregated and secured network access for the church team, Crossroads team, the West Windsor Hub team and the shared WiFi for those who use our building. This improves network security for both the church and for individuals who connect to the Wi-Fi, especially those who come to the Café.
Replacement PCs have been installed and setup in the vestry for admin work and the chapel for worship.

Our shared document storage has been migrated from an open-source platform called Nextcloud, to a standardised and secure Microsoft 365 SharePoint solution. We have secured a nonprofit discounted licence with Microsoft 365 which allows us to create SharePoint folders or add additional users to the platform with zero or minimal cost.
The Google business listings, website, Facebook and Instagram pages all continue and are updated frequently.

The failed projector in the church has been replaced recently, and the TV purchased for the Café Studio room will be installed this year. Plans for future works include secure data backups and proposals for further upgrades within our worship space as we face obsolescence challenges and look to how we can better serve the church in facilitation and equipping of our worship space.

I would like to end by thanking Mike Smith for all his hard work over the years he has served the church. Mike has really helped drive things forward for us and bring us up to date. He leaves us in a strong position and has now stepped down from the role and he will be missed.

If you have any available time or interest in serving towards anything technical, even if it is only a few hours a month, please do say.

9. **The PCC** (what the PCC discussed) **– Jackie Wiggins**

The PCC discussed and agreed services and celebrations marking special occasions such as Easter and Christmas and Remembrance Day. In 2025, we decided to hold a Christingle service on Christmas Eve, as well as Midnight Communion. Community events such as Wonderfully Made, The Pancake Party and Sweets and Treats street bonfire attracted crowds and fostered good relations with young families and youth in the local neighbourhood.

One very special event was a Baptism by Immersion service. A large number of people, of all ages came forward to be baptised and become Christians. PCC and other church members helped organise the event and the buffet afterwards.

Discussions and decisions concerning the café have been a significant focus for PCC in the past year.

Bishop Mary invited Rev Paul and a team to attend an Incumbent Leadership Programme (ILP). The course, run over two years, is concerned with the growth of the church in the under 30s age group.

We received funding from the diocese for the appointment of Rebecca Jarmola as a part time Children's and Families' Worker. Reina Mansour resigned as Church Administrator and Rebecca is now combining the duties of both positions.

PCC also undertook a SWOT analysis of the Church and church centre and discussed its understanding of what constitutes a healthy ministry. We recognised that when Rev Adam completes his Curacy, Rev Paul will need to assess what to pick up, delegate to others and maybe stop, as we seek to nurture continued growth. Emerge, a charity which supports young people who are in hospital and coping with an emotional crisis, are looking for a Church to become their lead church within the deanery. The PCC have agreed for Rev Paul to explore this possibility with the Archdeacon.

We also discussed safeguarding, the Church fabric, technology, and gardens. Ruth Norris to become our official Care of Creation Coordinator. After time reflecting together, the PCC agreed a proposal to build a pond in the far corner of the carpark garden.

10. Maidenhead and Windsor Deanery Synod – Adam Wingrove

The Maidenhead and Windsor Deanery comprises 14 parishes and benefices. The Deanery Synod comprises all the clergy in the deanery and Lay Representatives elected by their respective parishes for a period of three years. The current triennium runs from 2023 to 2026. At the end of 2024 the Synod had 69 members. Attendance varied from 27 to 45 over the year.

All Saints Church, Dedworth, was represented by Joanne Kilner, Sue Morgan, Rev Paul Walker and Rev Adam Wingrove.

Finance:
Thanks to parishes' hard work and generosity, the Deanery paid £961,210 of parish share in 2025, against an allocation of £1,073,166, which was 89.6% of the requested amount from the diocese. The diocesan average was 93.1%. This was a reduction from the £925,871 paid in 2024.

There were three meetings of the Synod during 2025/26:

Tuesday 4th March 2025 at The Soltau Centre, Stubbings:

- A new Deanery Secretary (Tom Etherton) was elected. The Synod heard from Rev Ainsley Swift about a successful community project. The Synod also heard from Rev Richard Terrado-Reardon about the Alma Beacon and the Windsor Homeless Project. Windsor Team Ministry was replaced on the 1st January with the Parish of Central Windsor.

Thursday 22nd May 2025 at St Luke's Church, Maidenhead:

- The Synod heard from Bishop Mary, the Bishop of Reading, about her ministry & Focus areas. Rev Sally Lynch retired in July. Rev Ainsley Swift was appointed Commissary to the Archdeacon and Rev Sally Lodge took on the role of interim Area Dean.

Thursday 2nd October 2025 at All Saints, Dedworth:

- The Synod heard from Charlotte Wilmshurst about Domestic abuse.

Tuesday 10th March 2026 – St Stephens, Windsor:

- The Synod heard from Michelle Sturgeon who shared about Emerge Advocacy. Rev Joan Hicks (Cox Green) will be retiring in May 2026.

11. Safeguarding Report – Jackie Wiggins

Our church's status on the Safeguarding Dashboard is encouraging. The Dashboard is software used by the CofE to assess the status and progress of a church in terms of adopting policies and implementing procedures to promote a safe environment. Our cycle of policy review and renewal will continue, as it serves to remind us of safety procedures and alerts us to check they are being followed.

We seek to ensure that the Church, Community Partners and wider community, are all serving and coexisting together safely. Recently new notice boards have been put in place to provide space for safeguarding reminders, alleviating the overcrowded layering of the PCC noticeboard.

During the last year we have recruited more volunteers and salaried staff than ever before at ASD. This is partly due to the growth of the café and our provision for Youth. We have focused on recruiting safely, following procedures recommended by the Church of England. We signed up to use computer software providing a Safeguarding Hub, which generates job and role descriptions, gives suggestions for interview questions to assess the suitability of candidates and tracks the progress of an appointment through the stages of safer recruitment, including DBS applications and initial safeguarding training.

Thank you to John Wiggins for taking responsibility for DBS checks. This year has been complicated because there was a national breach of data confidentiality at Intradev, the software contractor for our DBS processing company. Oxford Diocese recommended we change to Verifile. John has completed the training to use the new system and procedures are working smoothly. A big thank you to those who have undertaken or updated their safeguarding training this year. Thanks also to all who attended County Lines training given by Achieving for Children.

A new initiative launched by the diocese is the formation of networks for church officers such as Parish Safeguarding Officers, DBS Verifiers, Church Administrators etc. John and I have attended those held in our locality and found it reassuring and enlightening to share problems and solutions with members of other churches.

12. Care for Creation – Ruth Norris

In 2025 the team of willing workers continued to attend monthly Green Days.

The £1,400 grant from the Council is being spent bit by bit. We have been liaising with Braywick nature centre and RBWM for advice. The 'Wonderfully Made' event run by the church for the community in Summer 2025 provided a great opportunity to talk about how we can all do our bit caring for God's Creation and reduce our negative environmental impact. Building the Bug hotel was a small part of it. Making beeswax food wraps, printed wrapping paper, litter-picking, creating a sea creature wall hanging from plastic waste were a few others.

Welcoming Key stage 3 pupils from Dedworth Middle School for their 'Give Back' days has provided another opportunity when the litter pickers have been employed again, the grounds have been cared for by raking leaves and planting herbs and bird feeders have been made.

Inside the 'Hive' system for controlling the heating in the church buildings has been introduced making management possible remotely and specifically room by room.

The opportunity to offer monthly 'God's Gift' presentations during church gatherings has helped to broaden individual understanding and to facilitate possible changes to the way we live.

However, there is still a huge amount more we need to do. We are striving to obtain recognition as a Fairtrade church, along with buying more of our purchases from sustainable sources and reducing single-use plastic.

As a role model in the community All Saints Church has responsibilities, but it is to God we look for approval and help.

13. **Sung Worship – John Sturgeon**

'Let everything that has breath praise the Lord. Praise the Lord.' [NIV]
Psalm 150 v 6

As a worship Lifegroup we have continued to meet at the church on Monday evenings most weeks at 19:30 to enter into God's presence in a time of fellowship, worship & prayer. It's been great to see the group grow together in friendship but also in learning new songs and reflecting on the place of sung worship in our journey with God together. We will continue to meet this year—it's not a closed group, so please do come along if you can. Have a chat with John or Paul if you are interested.

Through the last year we have continued to try to use our gifts to serve the church during our regular weekly gatherings and used a blend of traditional and new material, along with different styles of playing the songs to facilitate different styles of corporate worship.

Significant gatherings have included our united worship on Good Friday, Easter Sunday, Wonderfully Made summer festival, Remembrance Sunday, the Confirmation service, Christmas carol singing and Christingle. It has been great to see so many new faces in church and for different people to say that they enjoyed the singing, or felt God speak to them during this part or that. It's really encouraging to hear that God is continuing to be at work within people's lives and we are thankful for that and try to find more opportunities to enter into his presence. Do take time to consider how you can have a quiet time with God during the week as well as on a Sunday morning!

Finally, thank you to everyone involved in preparing, planning, plugging in, playing, singing (I couldn't find a word for singing beginning with p!), projecting, praying, but most importantly

participating in our times of worship together. May we continue to be open to what God wants us to do as we serve him and follow him in our lives, as his Church, and in our community.

14. Churchwardens' Report – Michael Bourne and Phil Manning

The past year has been one of renewal, looking outwards to the community which we serve. Highlights included the joy of Wonderfully Made, the buzz of Halloween outreach and the energy of Shrove Tuesday pancakes. The weekly Friday youth groups continue to welcome large numbers of young people into the church, Life Groups continue to deepen our faith, and Sunday services have seen many new faces, as we've grown together in our love and discipleship. Visits from Bishop Mary in July and again in October, for a moving confirmation service, have reminded us of our connection to the wider church family; Bishop Mary's message that God calls us by name and of his faithfulness through the generations has sustained us over the year.

Behind the scenes so much work goes on to serve the church family and wider parish. The café team, the fabric team, the youth team, the Care for Creation team and many more besides work very hard to ensure the church remains a welcoming place for worship and community use. We pay particular tribute to the commitment and hard work of Paul, Adam, and the PCC. Grateful thanks go to Reina for her service to All Saints' as Administrator and we recently welcomed Rebecca to her joint roles of administration and children's work. Finally, we acknowledge the continued support of the congregation in prayer, practical help, and financial giving. As we look ahead to the coming year, we pray that All Saints' will continue to grow in faith, service, and witness.

The mission of spreading the good news of Jesus' unconditional love to a suffering world always welcomes more to serve, so do speak to us, Paul or to anyone on the PCC if you'd like to be more involved.

15. Schools' Report – Ruth Norris

All Saints Church and the five community schools in the parish continue to be closely aligned, with the growing ties with Dedworth Middle School deepening especially. Requests for assemblies, festival events, visits to church, individual lessons and Remembrance occasions have all been met in all schools. Notable amongst them were Dedworth Middle School visits from the whole of Year 8 and Year 5 on different dates in July 2025, and Year 5 again in February 2026. 150 pupils in one day is a lot, but with help from people willing to serve they were all well received, with hot chocolate being especially appreciated.

A notable 'first' this year was *Christmas in a Box*. This project was led by Rev Adam for Year 3 pupils primarily. It involved classes coming to church and working round six areas each

delving into a different box of objects offering another aspect of the Christmas story with activities, discussion and take-home mementoes. Thank you to all who supported this!

Another new venture is the *Give Back* group whereby 10 Dedworth Middle School pupils at a time have been coming to the church for an hour at a time to do tasks that benefit the church and the community. Rebecca's help in this area has been invaluable.

16. Ministry Amongst Children and Families – Rebecca Jarmola

I took on the role of children and families lead in January and attended the Hand in Hand Children and Families Conference in February, which gave me some great ideas and inspiration. I have started work on developing a toddler group called Wonderfully Little Babies & Toddlers at ASD. The aims of this group are to provide parents and carers somewhere they can bring their babies and toddlers to play, whilst they can have a chat with others in a similar stage of life to them. We want to be alongside this group of people to help build relationships with families. There will be a Bible story in the session for everyone to listen to, as well as food and soft play!

We're also looking to start an after-school club for first school children (ages 5-9) where they can play games and do a craft. This will be launching in April. I am also going into schools to shadow the Easter assemblies with a view to taking some of them next Easter.

Sunday mornings have seen us increasingly combine our two younger children's groups, flames & flares, due to demand and the children all being a similar age. This does mean that leaders are getting more time in regular Sunday worship, which was a challenge previously. We are still using the Energize material produced by Urban Saints which the children are enjoying. If you would like to help with children's work then please let me know.
A year of growth for the youth at All Saints—both in numbers and in faith.

17. Ministry Amongst Youth – Michelle Sturgeon

Last February we started two youth cafés: Wonderfully Youth for middle school young people and Quay for upper school young people. As the year has gone on, the groups have developed. We have experimented with different activities and seem to have found a rhythm. The young people enjoy being able to choose which activities they participate in. We have gone from a little chaos to the young people really settling down and feeling at home in the youth cafés. Recently we have focused more on the prayer room, which is now being well used, and lots of conversations about faith are beginning to happen. Numbers vary each week, but Wonderfully Youth normally has between 40 and 50 young people attending, and Quay between 16 and 18. It has been wonderful getting to know and journey with each of these young people and seeing them flourish in so many ways.

On Sunday mornings, Caren and Michelle take it in turns to lead the youth group. We have used a variety of resources to help guide our discussions, and it has been lovely to see these young people deepen their faith in Jesus and their friendships with each other.

In the summer we joined the diocesan weekend away, Amplify. We stayed in yurts in Oxford, right in the middle of a heatwave! As well as zorbing, water fights, and night walks, we discovered a love for a game called "9 Square in the Air," which we have now built at church thanks to Rev Paul and Brad who cut all the pipes! The young people particularly enjoyed the small group time, which gave them the opportunity to go deeper in their relationship with Jesus. They were also inspired by seeing other young people lead in worship, which led to them helping with worship at the Wonderfully Made Festival a few weeks later.

As leaders we have also taken part in some training. Michelle and Rebecca attended the National Youth Work Conference in November, and we have begun a 10-session course called Youthscape Essentials, which 13 of us are taking part in. The Youth café team have had training from Achieving for Children on child exploitation & county lines. We have also had a session exploring safeguarding scenarios to help us be prepared and well equipped to keep each other and the young people safe. The session was delivered by Michelle.

As ever, thank you so much to everyone who leads, helps, supports, and prays for our young people in so many different ways. I have felt so blessed by what sometimes feels like an army of people serving, but we are also aware that as the groups grow we will continue to need more help. Do have a chat with Michelle or Rebecca if you would like to find out how you could get involved.

18. Ministry amongst those Advanced in Years – Paul Walker

Supporting and encouraging those in the later seasons of life is a privilege and honour. One of the key ways this happens is through Life Groups and our monthly Wednesday Communion service at 11:30am, which has seen regular and consistent attendance throughout the year. This service provides a quieter and reflective opportunity for worship, particularly for those who are unable to attend on Sunday mornings. Meeting at this time also connects naturally with the opening of the Vine and Fig Tree café, which provides a welcoming space for refreshment and conversation before or after the service. Many have appreciated the chance to share coffee, lunch and fellowship together, strengthening relationships and community.

A midweek Life Group for some of our older members continues to meet regularly and remains a valued time of fellowship and encouragement.

We were deeply saddened by the sudden passing of Sue, coming so soon after the loss of Trevor. Sue served faithfully as our Lay Pastor for the Elderly, offering care, friendship and spiritual support to many within the church community. She also faithfully led a Life Group and her faith, kindness, wisdom and dedication were such a good example for us all.

Her loss has been deeply felt by the whole Church, and we continue to give thanks for the love and service she shared so generously.

At this stage, we do not intend to replace the specific role of Lay Pastor for the Elderly. However, the pastoral care that Sue helped nurture remains an important part of our church life. Barbara Carter has kindly stepped into leading the Wednesday morning Life Group, continuing the pattern of fellowship and encouragement that means so much to those who attend.

Alongside this, Paul and Adam continue to support pastoral care in this area, including those who are housebound, or unwell. This includes visiting, offering prayer, and taking Home Communion to those who are unable to attend church in person. In this way we seek to ensure that everyone remains connected to the worshipping life of the church and knows they are valued members of the ASD community.

19. **Life Groups and Pastoral Care – Paul Walker**

Life Groups have now been running for over four years and continue to be well attended. I'd encourage everyone to be part of a group wherever possible, as these groups provide an important foundation for discipleship, fellowship and pastoral support within the life of ASD.

A highlight this year was, *The Greatest Story Ever Told*—a book, with reflections by Bear Grylls, which most of the Life Groups have worked through over the past year. We currently have five Life Groups meeting regularly during the week:

- The Sung Worship Life Group**,** led by John Sturgeon and Paul Walker, meets on Monday evenings to worship God through music, scripture and song.
- The Wednesday morning Life Group, previously led by Sue Morgan, continues to meet and is now being led by Barbara Carter.
- The Thursday morning Life Group continues faithfully under the leadership of Ruth Norris.
- A new Wednesday evening Alpha for those in their 20s and 30s has recently begun and is being led by Rev Paul
- The Wednesday evening Life Group, led by Angela West and supported by Andrew Giles.
- Thursday evening Life Group, which grew out of Alpha and is currently led by Adam Wingrove, remains an important space for fellowship and spiritual growth. As Adam approaches the completion of his curacy, we will need to identify a new leader for this group in due course.

A second Wednesday morning Alpha course will also be starting shortly after Easter, offering another opportunity for people to explore the Christian faith and connect with others.

More than 80 members of the church are now connected with Life Groups, and we hope to see even more develop in the future. If you would be interested in hosting or helping to lead a group, please do get in touch.

In November we held our All Saints' Tide Memorial Service, to remember with thanksgiving those we have loved and lost. It was wonderful to welcome many families back to church and encouraging to see how relationships with the church continue to grow through occasions like this.

Throughout the year members of the pastoral team have visited people at home and in hospital, and taken Holy Communion to those who are sick or unable to attend church**.** It has also been encouraging to hear how many members of the church continue to visit and support one another. Pastoral care at ASD extends across all ages and stages of life, and I'm so grateful to the many people who play a part in this shared ministry.

20. **Community Outreach – Rebecca Jarmola**

Rebecca began in the role Church Operations Manager in January, following Reina stepping back from the Administrator position. We are so grateful for all that Reina gave during her time in the role, and for the care, dedication and hard work she brought to supporting the life of the church and the many groups who use our building.

We have continued to maintain strong relationships with our existing Community Partners while also developing new connections with additional groups using the Church Centre.

We continue to be grateful for all the groups do to help grow community, as well as the opportunities the café gives for bringing these groups together. The West Windsor Hub, with those who serve from All Saints', continues to partner in supporting the needs of the most vulnerable. To this end, it's been great to see the Cafe Studio continuing to provide a safe space for more pastorally focused conversations.

We welcome the Driven Forward Community Fridge, where people who serve from ASD collect food. Penny Roche and Brad Applewhite have been pivotal in coordinating this, with Jackie & John Wiggins managing the collection point, assisted by others including Loice Madotsa-Mandizvidza. More people to serve would be appreciated and some are preparing to come onboard!

We have 16 regular community groups, including long-standing ones like Al-Anon, AA, Crossroads, and West Windsor Hub. We have had Rascal's Dance-Act-Sing join us weekly and Younger People with Dementia join us monthly. Since November, Tim, who offers free lessons in English for speakers of other languages, has used the chapel and his numbers are slowly growing. Sadly, perform drama and the dementia choir have had to move on due to low numbers and the challenges of a full car park. We are always sad to see these groups go but we give thanks to have partnered with them. In addition to these regular groups, we

also have infrequent events like Jack Rankin's surgery, and Police Community Officer drop ins.

The café has become a central hub for socialising and community, and we have started to open the doors for parties and continue to welcome new organisations that align with the values of the Church—with a focus on charities and community groups. Many have previously attended church events, like Remembrance Day with the Brownies and Rainbows, the Halloween event, Pancake Day and Wonderfully Made. It is such a privilege to support their ongoing work in the wider community.

21. **Vine & Fig Tree Café – Adam Wingrove**

In 2025 we have seen the café grow significantly, all thanks to God. The café is run by three members of staff and ten volunteers. It has regular customers who keep coming back to support it, and who are brought into the vision of it as a community café, serving in the heart of Dedworth.

Highlights to celebrate include:

- April 2025 saw the café extend its opening times to include Saturdays.
- In May 2025 the café launched its click and collect service.
- August 2025 saw the café serve wonderfully made.
- September 2025 the café extended its opening hours from 10am – 2pm to 10am to 5pm Monday to Friday, which has seen young people and parents come in for an afternoon treat, the café has also served as a 'waiting room' whilst groups are on.
- October 2025 The café was nominated and won the best Coffee shop of Windsor & Eton Category & of the Royal Borough of Windsor & Maidenhead.
- February 2026, the studio room is now being used as an overflow room from the café.
- Four people volunteered in the café for work experience.

Areas that are being worked on:

- Barista Training & Customer Service Training.
- Continual Cost Reduction.

On Average, the café's expenditure, including staff costs, is £4,000; the café's income has, on average, covered its costs. Between January to Dec 2025 total income was £33,000; in 2026, we hope for it to be around £46,000. Whilst numbers are a good superficial indicator of how the café is doing, it's important to remember that the café is a missional activity of the Church. We have seen new people join the Church community and it has been very encouraging to see God use and work through the team and us all, as we seek to share Jesus with all who come into the café. All praise to God for what he has done!

PART 2 – Financial Statements of the PCC

1. Independent examiner's report to the members/trustees of the PCC

Independent Examiner's report to the PCC of All Saint's, Dedworth.

I report on the accounts of the Trust for the year ended 31 December 2025.

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 the procedures laid down in the general Directions given by the commission under section 145(5)(b) of the 2011 Act
- to state whether particular matters have come to my attention

Basis of 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 seeking 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 next statement.

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 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

Signed:

Name: David Crane

Address: 41 Glendevon Road, Woodley, Reading. Berks. RG5 4PL.

Date: 11th February 2026

2. **All Saints' Church Dedworth – 2025 Financial Report and Accounts**

RECEIPTS AND PAYMENTS ACCOUNTS

YEAR ENDED 31ST DECEMBER 2025

RECEIPTS

2024		2025
£62,048	Net Gift Aid Pledges	£58,599
£15,338	Tax Relief on Gift Aid Pledges	£13,373
£77,386	Total Pledged Giving	£71,972
£2,814	Church Collections	£2,500
£15,522	Hall Hire	£20,946
£18,336		£23,446
£18,000	ODBF Contribution to housing	£18,368
£6,627	Donations	£19,560
£1,896	Funerals/ Baptisms/ Weddings	£3,214
£5,135	Grants	£12,500
£1,457	Interest and Dividends Received	£234
£856	Miscellaneous	£0
£0	Legacies	£6,000
£483	Special Collections	£606
£919	Youth Group	£120
£35,373		£60,602
£5,658	Church Café income	£31,628
£136,753	TOTAL RECEIPTS	£187,648

EXPENSES

2024			2025
	THE CHURCH & SERVICES		
£7,382	Lighting & Heating	£7,513	
£2,131	Insurance	£2,176	
£7,307	Refurbishment of Cafe	£0	
£0	Church Roof Repairs	£10,401	
£5,810	Minor repairs & maintenance	£2,622	
£1,803	Miscellaneous	£240	
£6,014	Upkeep of Services	£11,543	
£5,406	Salaries (incl. café)	£28,265	
£35,853			£62,760
	OTHER EXPENSES		
£24,000	Curate Housing Rent	£24,790	
£0	Administration	£0	
£971	Catering	£1,802	
£2,269	Equipment Purchases	£8,934	
£328	Printing	£1,250	
£538	Special Collections	£32	
£1,419	Telephone/Internet	£1,791	
£1,297	Youth Work	£1,924	
£31,449			£41,459
	PAYMENTS OUTSIDE PARISH		
£68,137	Parish Share	£66,801	
£415	Charitable Giving	£1,306	
£68,552			£68,107
£3,166	Church Café expenditure		£19,319
£139,020	**TOTAL EXPENSES**		£191,645
(£2,267)	Surplus / (Deficit) of Receipts over payments		(£3,997)

STATEMENT OF ASSETS AND LIABILITIES AS AT 31ST DECEMBER 2025

31/12/2024	Assets	31/12/2025
£633	Diocesan Trustees Investment Account	£648
£60,850	Metro Bank - ASD Current Account	£16,737
£100	Metro Bank - Running Man Café	£0
£20,238	Metro Bank Instant Access Savings A/c	£30,454
£0	Metro Bank Fixed Rate Savings A/c	£0
£0	Petty cash	£30,000
£81,821		£77,839
	Apportioned as follows	
	Unrestricted Funds	
£58,105	General Fund	£60,524
	Designated Funds:	
£179	Youth Work Fund	£179
	Restricted Funds	
£18,769	Special Purpose Donation (Housing)	£12,347
£0	Special Purpose Donation (Families)	£1,607
£633	Perpetual Trust Fund	£647
£1,400	RBWM Grant - Grounds Fund	£836
£2,735	Trust Grant – Café salaries	£0
£0	Trust Grant – Youth Cafe	£715
£0	Trust Grant – Winter Fund	£984
£81,821		£77,839

2025 TO NET LOSS RECONCILIATION

Opening Assets	£88,821
Movement in Trustee a/c	£15
Net Gain / (Loss)	(£3,997)
Total Reserves c/fwd	£77,839

Notes

1. The Financial statements of the PCC have been prepared in accordance with the Church Accounting Regulations 2006 using the Receipts and Payments basis.

2. The Diocesan Trustees Investment has to be retained as a capital fund, but the income is for ordinary church purposes.

All Saints Church Dedworth – Annual Report and Financial Statements

For the year ended 31 December 2025

Expenditure exceeded income in 2025, resulting in a deficit of -£4k. However, this reflected some exceptional one-off costs during the year, such as £10.4k spent on further repairs to the church roof. Overall, regular income remained stable for the year:-

Regular Income	2022 Total	2023 Total	2024 Total	2025 Total	Variance 24/25 + / -
Standing Orders	10,426	10,157	9,700	6,313	-3,387
Parish Giving Scheme	35,453	43,403	52,348	52,286	-61
PGS Tax income	8,273	9,993	11,979	10,875	-1,104
Collections (cash)	1,641	2,944	2,814	2,500	-314
Envelopes	57	0	0	0	0
Sub total of regular giving	55,850	66,496	76,840	71,974	-4,867
Hall Hire	10,145	15,779	15,522	20,947	5,424
Total	65,995	82,275	92,363	**92,920**	557

The Vine & Fig Tree Church Café contributed a net income for the year of £1.5k, taking into account Trust Grants amounting to £9.7k for café salaries that had been successfully obtained at the end of 2024. The opening hours for the Café were significantly extended in September resulting in increased takings which should ensure that the Café remains in profit in 2026. The café has also been successful in winning two local café awards and fostering a place of welcome in the community. During the year, improvements were carried out to the church heating equipment including the replacement of radiators and the installation of a Hive monitoring system. This contributed to Heat & Light expenditure remaining stable, £7.5k in 2025 vs £7.4k in 2024.

Notwithstanding the small loss for the year, the Church continues to hold £60.5k in a general fund in reserves which is sufficient to meet forecast costs and expenses in 2026.

Reserves policy

It is PCC policy to maintain a balance on unrestricted funds that equates to at least three months' unrestricted payments; this is equivalent to £48k. It is held to smooth out fluctuations in cash flow and to meet emergencies. The remaining level of reserves at year end is sufficient to cover budgeted expenditure in 2026 and enables the church to maintain its current level of worship and pastoral support. In the event of surplus funds at the financial year-end, the PCC will consider how these funds might be used for local mission, outreach and chartitable giving.

Paul Watkins,
Treasurer, All Saints Dedworth

RECEIPTS AND PAYMENTS ACCOUNTS

YEAR ENDED 31ST DECEMBER 2025

RECEIPTS

2024			2025
£62,048	Net Gift Aid Pledges	£58,599	
£15,338	Tax Relief on Gift Aid Pledges	£13,373	
£77,386	Total Pledged Giving		**£71,972**
£2,814	Church Collections	£2,500	
£15,522	Hall Hire	£20,946	
£18,336			**£23,446**
£18,000	ODBF Contribution to housing	£18,368	
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£5,135	Grants	£12,500	
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£856	Miscellaneous	£0	
£0	Legacies	£6,000	
£483	Special Collections	£606	
£919	Youth Group	£120	
£35,373			**£60,602**
£5,658	Church Café income		**£31,628**
£136,753	**TOTAL RECEIPTS**		**£187,648**

PAYMENTS

2024			2025
	THE CHURCH & SERVICES		
£7,382	Lighting & Heating	£7,513	
£2,131	Insurance	£2,176	
£7,307	Refurbishment of Cafe	£0	
£0	Church Roof Repairs	£10,401	
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£6,014	Upkeep of Services	£11,543	
£5,406	Salaries (incl. Café)	£28,265	
£35,853			**£62,760**
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£0	Administration	£0	
£971	Catering	£1,802	
£2,269	Equipment Purchases	£8,934	
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£538	Special Collections	£32	
£1,419	Telephone/Internet	£1,791	
£1,924	Youth Work	£2,860	
£31,449			**£41,459**
	PAYMENTS OUTSIDE PARISH		
£68,137	Parish Share	£66,801	
£415	Charitable Giving	£1,306	
£68,552			**£68,107**
£3,166	Church Café expenditure		**£19,319**
£139,020	**TOTAL PAYMENTS**		**£191,645**
(£2,267)	**Surplus / (Deficit) of Receipts over Payments**		**(£3,997)**

STATEMENT OF ASSETS AND LIABILITIES
AS AT 31ST DECEMBER 2025

31/12/2024	Assets	31/12/2025
£633	Diocesan Trustees Investment Account	£648
£60,850	Metro Bank - ASD Current Account	£16,737
£100	Metro Bank - Running Man Café	£0
£20,238	Metro Bank Instant Access Savings A/c	£30,454
£0	Metro Bank Fixed Rate Savings A/c	£30,000
£81,821		**£77,839**

	Apportioned as follows	
	Unrestricted Funds	
£58,105	General Fund	£60,524
	Designated Funds:	
£179	Youth Work Fund	£179
	Restricted Funds	
£18,769	Special Purpose Donation (Housing)	£12,347
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£1,400	RBWM Grant - Grounds Fund	£836
£2,735	Trust Grant – Café Salaries	£0
£0	Trust Grant – Youth Cafe	£715
£0	Trust Grant – Winter Fund	£984
£81,821		**£77,839**

2025 RESERVES TO NET LOSS RECONCILIATION

Opening Assets	£81,821
Movement in Trustee a/c	£15
Net Gain / (Loss)	(£3,997)
Total Reserves c/fwd	**£77,839**

Notes

1. The Financial statements of the PCC have been prepared in accordance with the Church Accounting Regulations 2006 using the Receipts and Payments basis.
2. The Diocesan Trustees Investment has to be retained as a capital fund, but the income is for ordinary church purposes.

Independent Examiner's report to the PCC of All Saint's, Dedworth.

I report on the accounts of the Trust for the year ended 31 December 2025.

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 the procedures laid down in the general Directions given by the commission under section 145(5)(b) of the 2011 Act
- to state whether particular matters have come to my attention

Basis of 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 seeking 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 next statement.

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 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

Signed:

Name: David Crane

Address: 41 Glendevon Road, Woodley, Reading. Berks. RG5 4PL.

Date: 11th February 2026

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF DEDWORTH

England & Wales - Charity number 1183536

Accounts

Independent Examiner's report to the PCC of All Saint's, Dedworth.

I report on the accounts of the Trust for the year ended 31 December 2024.

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.

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- to state whether particular matters have come to my attention

Basis of 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 seeking 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 next statement.

Independent examiner's statement

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(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 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

Signed: D Crane

Name: David Crane

Address: 41 Glendevon Road, Woodley, Reading. Berks. RG5 4PL.

Date: 23rd February 2025

All Saints Church Dedworth – 2024 Financial Report and Accounts

Expenditure exceeded income in 2024, resulting in a deficit of -£2.3k. However, this reflected some one-off costs during the year, such as £7.3k spent on refurbishing the café, and £3k on repairs to the church roof. Importantly, regular monthly giving increased in the year by £10.3k, albeit the number of regular givers to the Parish Giving Scheme and by way of monthly standing order reduced slightly:-

	2021	2022	2023	2024	Var. 24/23
Regular Income	Total	Total	Total	Total	+ / -
Standing Orders	10,186	10,426	10,157	9,700	-457
Parish Giving Scheme	31,503	35,453	43,403	52,348	**8,945**
PGS Tax income	7,336	8,273	9,993	11,979	**1,986**
Cash Collections (incl. envelopes)	2,872	1,698	2,944	2,814	-130
Sub total of regular giving	51,897	55,850	66,496	76,840	**10,344**
Hall Hire	6,475	10,145	15,779	15,522	-257
Total	58,372	65,995	82,275	**92,363**	**10,087**

A new church administrator was appointed in April resulting in an increase in salary costs of £5k; otherwise general running costs were closely managed without any significant increase.

The Vine and Fig Tree Church Café opened at the beginning of September and, taking into account generous donations for food purchases at launch, has contributed a net income of £1.5k since opening. It has also welcomed new people into the church and has provided opportunities to share the gospel with young people and new families in the community.

Despite the small loss for the year, the Church continues to hold £58k in a general fund in reserves which is sufficient to meet forecast costs and expenses in 2025.

Reserves policy

It is PCC policy to maintain a balance on unrestricted funds that equates to at least three months' unrestricted payments; this is equivalent to £35k. It is held to smooth out fluctuations in cash flow and to meet emergencies. The remaining level of reserves at year end is sufficient to cover budgeted expenditure in 2025 and enables the church to maintain its current level of worship and pastoral support. In the event of surplus funds at the financial year-end, the PCC will consider how these funds might be used for local mission, outreach and chartitable giving.

Paul Watkins,
Treasurer, All Saints Dedworth

INCOME & EXPENDITURE ACCOUNT

YEAR ENDED 31ST DECEMBER 2024

INCOME

2023			2024
£53,560	Net Gift Aid Pledges	£62,048	
£13,059	Tax Relief on Gift Aid Pledges	£15,338	
£66,619	Total Pledged Giving		**£77,386**
£2,944	Church Collections	£2,814	
£15,779	Hall Hire	£15,522	
£18,723			**£18,336**
£11,076	ODBF Contribution to housing	£18,000	
£11,325	Donations	£6,627	
£314	Fund Raising	£0	
£1,396	Funerals/ Baptisms/ Weddings	£1,896	
£1,750	Grants	£5,135	
£102	Interest and Dividends Received	£1,457	
£0	Miscellaneous	£856	
£5,000	Legacies	£0	
£604	Special Collections	£483	
£801	Youth Group	£919	
£32,000	Special Purpose Donation for curate housing	£0	
£64,368			**£35,373**
£0	Church Café income		**£5,658**
£149,710	**TOTAL INCOME**		**£136,753**

EXPENSES

2023			2024
	THE CHURCH & SERVICES		
£7,090	Lighting & Heating	£7,382	
£2,045	Insurance	£2,131	
£0	Refurbishment of Cafe	£7,307	
£4,040	Minor repairs & maintenance	£5,810	
£461	Miscellaneous	£1,803	
£5,413	Upkeep of Services	£6,014	
£470	Salaries	£5,406	
£19,519			**£35,853**
	OTHER EXPENSES		
£18,307	Curate Housing Rent	£24,000	
£0	Administration	£0	
£2,067	Catering	£971	
£1,720	Equipment Purchases	£2,269	
£479	Printing	£328	
£604	Special Collections	£538	
£1,489	Telephone/Internet	£1,419	
£1,297	Youth Work	£1,924	
£25,963			**£31,449**
	PAYMENTS OUTSIDE PARISH		
£68,359	Parish Share	£68,137	
£1,241	Charitable Giving	£415	
£69,600			**£68,552**
£0	Church Café expenditure		**£3,166**
£115,082	**TOTAL EXPENSES**		**£139,020**
£34,628	**Surplus / (Deficit)**		**(£2,267)**

BALANCE SHEET AS AT 31ST DECEMBER 2024

31/12/2023	Assets	31/12/2024
£579	Diocesan Trustees Investment Account	£633
£33,341	Metro Bank - ASD Current Account	£60,850
£100	Metro Bank - Running Man Café	£100
£20,014	Metro Bank Instant Access Savings A/c	£20,238
£30,000	Metro Bank Fixed Rate Savings A/c	£0
£0	Petty cash	£0
£84,034		**£81,821**
	Apportioned as follows	
	Unrestricted Funds	
£50,695	General Fund	£58,105
	Designated Funds:	
£7,821	New Church Administrator Salary	£0
£170	Youth Work Fund	£179
	Restricted Funds	
£24,769	Special Purpose Donation (Housing)	£18,769
£579	Perpetual Trust Fund	£633
£0	RBWM Grant - Grounds Fund	£1,400
£0	Prince Philip Trust Grant	£2,735
£84,034		**£81,821**

2024 RESERVES TO NET LOSS RECONCILIATION

Opening Assets	£84,034
Movement in Trustee a/c	£54
Net Gain / (Loss)	(£2,267)
Total Reserves c/fwd	**£81,821**

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF DEDWORTH

England & Wales - Charity number 1183536

Accounts

ALL SAINTS CHURCH DEDWORTH

DRAFT

Annual Report & Financial statements June 2023 – March 2024

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PART 1 – Annual Report

1. AIMS and PURPOSES

All Saints' PCC is responsible, in co-operation with the Vicar, for promoting the whole mission of the Church – pastoral, evangelistic and social – within the ecclesiastical parish.
The PCC of All Saints' Dedworth is a corporate body established by the Church of England and operates under the Parochial Church Council Powers Measure. The PCC exceeds the limits for exception from registering with the Charity Commission and is therefore registered under the name of "The Parochial Church Council of the Ecclesiastical Parish of All Saints' Dedworth" (Charity No. 1183536).

The method of appointment of PCC members is set out in the Church Representation Rules. The membership of the PCC consists of the Vicar, Licensed Lay Ministers, Churchwardens, Deanery Synod representatives and members elected by those members of the congregation who are on the electoral roll of the church. All those who are members of the congregation are encouraged to register to be on the Electoral Roll and stand for election to the PCC if they so wish.

The PCC is aware of the Charity Commission's guidance on public benefit in "The advancement of Religion for the Public Benefit" and have regard to it in the administration of the parish.
The PCC believes that, by fulfilling its responsibility to work together with the Vicar and co-operate in all matters of concern and importance for the promotion of the whole mission of the Church, it provides a benefit to the public, both to individuals and to society as a whole, by: providing resources and facilities for public worship, pastoral care and spiritual, moral and intellectual development, both to its members and for anyone who wishes to benefit from what the church offers; promoting Christian values and the service by members of the church to their communities.

To facilitate this work, it is important that we also maintain the fabric of All Saints' church.
This review summarises the life of All Saints' church during the calendar year 2023/2024 and highlights a number of events and activities. Again this year, those responsible for many of the church's activities have been invited to contribute.

The PCC met eight times during June 2023 to March 2024 with an average attendance of ?? (out of 18) members. During the year the following served as members of the PCC, ex-officio, elected or co-opted/invited to attend.

Ex officio members:

Vicar and Chair	Revd. Paul Walker
Churchwardens	Sue Morgan
	Michael Bourne
Curate	Revd. Adam Wingrove
Deanery Synod reps	Peter Norris
	Norris

Elected Members (term of election as a parochial representative by each name)

Elected until 2026
Mary Findler
Barbara Carter
Gwen Strachan
Jackie Wiggins
Mike Brooks

Elected until 2025
Andrew Giles
Astra Parsons
Paul Watkins

Elected until 2024
Penny Roche
Jackie Sadler
John Sturgeon
Angela West

2. Electoral Roll Report – Carol Hughes

TO ADD AFTER ELECTORAL ROLL CLOSES

3. Vicar's Report – Paul Walker

This year has been yet another where we have been so encouraged by God's goodness and blessings. At the end of June we welcomed the Wingrove's to Dedworth, after Adam was ordained as a Deacon in Christ Church Cathedral Oxford. During the Summer a larger group went to New Wine and then we all made Jesus known with gunge, crafts, food and ice cream during our Summer event, Wonderfully Made. My thanks go to the army of people who supported, gave sacrificially and helped out in any way. It was fantastic to see people of all ages serving together—the local community came en masse and we saw the Church grow as a result. A special thanks to those who were willing to be gunged!

It's an amazing honour to serve alongside such a motivated bunch of Christians. Thank you for all you have done but most importantly for who you are in Christ Jesus. This year we've kept the foundational principles of mission, discipleship and pastoral care at the heart of all we do. We want to grow together in faith, staying close to Jesus.

It has been great to serve alongside Adam, who has shown himself to have a big heart, extraordinary humility and great love for the Lord. Sue and Michael as Churchwardens have given selflessly of their time to look after the Church too, supporting in so many ways as we seek to serve God, each other and the world. Thanks also go to Mike and Jacki Thomas, who have shown great encouragement through their leading of worship and opening out God's word to us. Of course, there are so many others to mention too: the PCC, Fabric Team, Safeguarding and Eco

Team, Schools Team, Youth and Children's Team, GAP, Worship Group, flower arrangers, bakers, cleaners, gardeners, readers, intercessors, welcomers, stewards, Finance Team, Pop up Café team and definitely not last or least pastoral visitors. To be the well exercised body of Christ, requires each of us to do our bit in serving as we make Jesus known. Thank you!

In the Autumn Term we launched the final stage our Giving for Life campaign, where we each reflected on what sacrificial giving meant both in time and talents. The outcome of our prayer and reflection saw a significant increase in Church giving, which has had a meaningful impact on our ability to make Jesus known. Thank you again to all for engaging in this. Let's continue to prayerfully reflect on what sacrificial giving is during each season of our lives together, as we seek to honour God in our use of the time and resources he's entrusted to each of us. A big thanks to Paul Watkins and those involved in helping us through that journey of discernment.

This year we've grown again, both in number and the ways we serve the Church and community. At a time of great need, the requirement for more volunteers continues, to grow. I'm so grateful for the way so many support all the various areas of mission and ministry we've committed to. People and resources are stretched however, so let's continue to prayerfully reflect on how we can grow in the joy of making Jesus known together. Might the Lord be calling you to something new? Remember David was a shepherd but he was also called to be the King. Let's prayerfully reflect on the gifts God may be nurturing in each of us and prayerfully encourage one another.

This Spring we welcome Reina as our new Church Administrator—a paid position that brings so many different aspects of Church life together. Please pray for her as she settles into her role. We remain so grateful for all Andrew Giles has done to guide the Church gently and competently over many years in all the official paperwork—both as a Churchwarden and Administrator. Andrew's humility and heart to see God's Church grow is an example to us all—thank you Andrew!

In January the PCC began what will become a Church-wide period of discernment. We're prayerfully considering what the Lord's long-term vision is for us, both in mission and resourcing. We are blessed to be at the centre of community in Dedworth but the aging Church Centre is now in it's 51st year. We seek to consider how it can be both fit for purpose for the next 50 years and kind on the environment. Of course, a lot has been done by the fabric team already, but there is still much to do. Well done everyone for our being awarded Eco Church Bronze award and thanks Peter for putting the application together!

There is so much still I could give thanks for and I will, but for now, I hope you enjoy reading the rest of this report. As you do, let's reserve the greatest thanks for Jesus, who is our inspiration and lead for everything. Lets, '. . .seek first his kingdom and his righteousness'*, trusting that the Lord will provide all we need as we do.

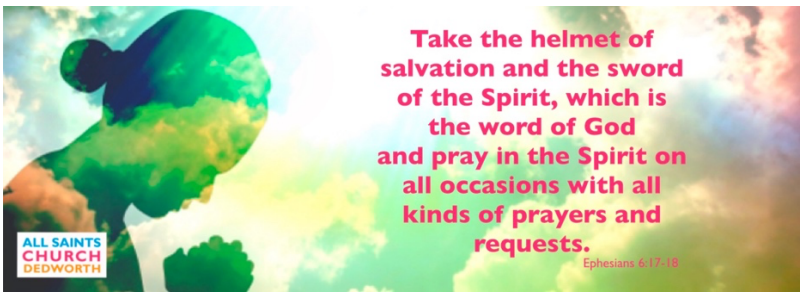
With love and every blessing,

Paul

4. Worship and Prayer – Paul Walker

Worship and prayer are at the heart of our relationships with God and one another. This year has seen a settling in of the 9:15 and 11am Sunday worship gatherings. Both are growing with people of all ages. The 9:15 is a Service of the Word on the first Sunday and Holy Communion on others, while the 11am gathering is home to our childrens' and Youth Life Groups and has communion on the first week of the month. All Age gatherings are held for special days in the year and during school holidays. At Christmas and Easter we collapse both the 9:15 and 11am to bring the whole family together to worship God at 10:30.

At both our gatherings we like to pray in the style we would when with God at home. We often take a microphone around and ask people to pray for situations and to give thanks to God. This year has seen a growth in prayer ministry in both our congregations. Being prayed with isn't limited to when we're unwell, but part of a healthy relationship with the Lord, as we rely on him to fulfil all our needs. As a commitment to this, prayer ministry training was held in the year, not to train professionals, though to help us grow together in this important part of our faith. All of us are called to pray with one another so please pray that we would grow in this more over the year. To that end:



Morning Prayer has continued between 9:00 and 9:25 on weekdays—tea and coffee available! The Lectio 365 app from 24 7 Prayer has continued to be used as a starter for our time of prayer during weekdays. This gathering is open to all—please do come along if you can. It's also timed to coincide with the school drop off!

Lastly, It is hoped that in the coming year we will develop a mid-week time of worship and praise. Do keep that in your prayers.

5. 2023 Financial review

Expenditure had exceeded regular income in the 5 years prior to 2023, with the loss in 2022 increasing to -£11.4k. Our aim in 2023 was to grow the level of regular giving through deepening discipleship, for example, in Life Groups. This was achieved and the net result for the year was an excess of receipts over payments of £9,795.00 on unrestricted funds. The surplus was larger than forecast due to a legacy donation of £5,000 received at the end of the year. However, it also reflected a monthly increase in regular giving following the successful 'Giving for Life' campaign in the summer, together with an increase in hall hire income, up 55% from last year and well ahead of pre-pandemic levels (£15.8k vs £7.4k in 2019):

Regular Income	2018 Total	2019 Total	2020 Total	2021 Total	2022 Total	2023 Total	Variance vs 2022
Standing Orders	38,183	24,050	13,063	10,186	10,426	10,157	-269
Parish Giving Scheme		15,004	29,716	31,503	35,453	43,403	**7,950**
PGS Tax income		3,547	7,002	7,336	8,273	9,993	**1,720**
Collections (cash)	7,232	7,830	1,683	1,079	1,641	2,944	**1,303**
Envelopes	13,127	8,869	2,746	1,793	57	0	-57
Sub total of regular giving	58,542	59,300	54,210	51,897	55,850	66,496	**10,646**
Hall Hire	7,016	7,425	5,815	6,475	10,145	15,779	**5,634**
Total	65,558	66,725	60,025	58,372	65,995	**82,275**	**16,280**

The surplus was also achieved by strict management of costs during the year by church members. For example, various actions were taken to reduce Heat & Light costs including the replacement of all light bulbs with energy efficient bulbs, and the result of all these actions was a Heat & Light spend for the year of £7.1k which was slightly behind pre-pandemic levels (£7.2k in 2019), despite the sharp increase in gas and electricity prices in the year.

Adding bank and deposit balances brought forward at the beginning of the year, the balances carried forward at 31 December on unrestricted funds totalled £58,686, of which £7,991 has been set aside to meet the new salary of the Church Administrator and for Youth Activities and is carried forward as a designated fund.

We have a newly established Finance Team, who will now look after the daily running of the Churches finances with Tresurer Paul. For example, the PCC has now committed, following feedback, to lead by example in sacrificial giving going forward. We still need more Giving Ambasidors to help be a link between missional charities we support and the Church. Please speak to Paul if you're interested!

6. Reserves policy

It is PCC policy to maintain a balance on unrestricted funds that equates to at least three months' unrestricted payments. This is equivalent to £30,500. It is held to smooth out fluctuations in cash flow and to meet emergencies. The remaining level of reserves at year end is sufficient to cover budgeted expenditure in 2024 and enables the church to maintain its current level of worship, mission and pastoral support. In the event of surplus funds at the financial year-end, the PCC will consider how these funds might be used for further mission and outreach.

7. Fabric - Andrew Giles

At the moment the aging church is in decent shape. Fabric expenditure and equipment remained at very low levels, growing at only 5% in 2023 to £5,760. £2,245 of this were on external inspections to be held every 5 years or more: Asbestos (we have none), Electrical safety (eventually passed with help from John Sturgeon), Fire Risk Assessment and the Quinquennial summer 2023 which has enabled us to prepare for the Deanery inspection held on February 20th 2024. The purchase of the ice cream machine accounted for a further £1,519—more than reclaimed through a grant—with

small items of repair £924. Annual inspections (eg boilers) and the purchase of towel paper made up the final £1,070.

In February 2024 we replaced the flat roof above the vestibule and sorted out some of the roofing problems round the courtyard for a total cost of £2,920 (but have received a grant of £1,000 from the diocese to offset this) – Brian Johnson had heroically stepped in with a temporary sheeting solution on the flat roof over the autumn.

The low expenditure is due to the hard work and dedication of a few individuals to keep the building and grounds shipshape particularly Peter Norris, John Sturgeon, Brad Applewhite and Brian Johnson. This group meets 3 times a year and we are also aiming to have three fix it days a year. In May 2023 we held a Fix it and Gardening day and barbeque/ foreign food extravaganza and invited the whole church and community in May – over 100 people came (most of them to eat the food!) but also held a dedicated fix it day in October. Our next one is in March 2024.

In terms of the outcome from inspections we now have a list of actions graded by urgency which we are working through (all maintained on the church website)

QR2023-04	Most Urgent	Fit additional Fire escape signage - where? Loft?	I	Identify where the exit signs need to be fitted and purchase and fit glow in the dark plastic signs.	Brian / Mike
QR2023-04	Most Urgent	Ensure escape routes are clear of obstructions	I	Regularly audited and problems found to be reported so as to learn from issues found. Signs to be fitted to say do not block the fire exits (car park outchurch church exit and green gate exit).	
QR2023-05	Most Urgent	Undertake a fire risk analysis	I	This is now DONE. Actions in list and in progress	
FRA2023-03	Within 1 mth	8. HSE KEEPING Ensure the electrical appliances are not sited adjacent to final exits.	I	Clarify what this means. Fridges do not block the width of the exit doors	Andrew
FRA2023-05	Within 1 mth	12. MEANS OF ESCAPE All final exit fire doors should be fitted with an appropriate fail safe emergency devices; such as push	I	All users to be informed that exit doors must be unlocked whilst building in use	Andrew

+ ≡ Safety Log Sheet Gardening Electrical Inspection Actions Maintenance

As part of the work on fabric and running the building Mike Brooks has developed procedures in case of Accident and Fire with Brian Johnson, Health and Safety (including location of key equipment) with Peter Norris and various associated policies with Jackie Wiggins and others on the PCC.

Please let one of the group know if there is anything you spot that needs sorting and we will add it to our list of tasks!

8. Technology – John Sturgeon

This year has seen a number of items worked on as we make the best use of our skills and use technology to help us in our worship and outreach.

We continue to post a faith fuelled image on our Facebook page and create 'Facebook events' to publicise specific activities. It's great to see people sharing these events on their own feeds to reach the local community. The Church website is also regularly updated with Paul's weekly Newsletter, calendar entries, information and news, and our recording of the sermons from the 11am service. This year we have purchased a new radio mic system with a head worn microphone and belt worn transmitter to go alongside the one we already have – it's been great for Paul and Adam to both have one to wear, and really increases the quality of the sound in church and for the recording.

As we prepare this report, work is happening in the background to renew and update our broadband service to the building, to allow us to continue all the good work we do now and give us continued capacity for the future.

The television screen in the Café has also been replaced this year, due to old age and it not fully working anymore. This allows a few of the Life Groups to continue watching videos as part of their time together. We're considering re-purposing the old screen as a digital notice board in the foyer—if we can get it working in that way.

9. The PCC (what the PCC discussed) – Andrew Giles

The PCC meets every other month. In addition to the Standing Committee and the Growth and Vision committees. Minutes are supplied to the PCC from each and there are ad hoc meetings of various groups: Facilities, Finance, Youth, Pastoral Care which report back informally through people on the group, some of which are also on the PCC.

The PCC continues to be faith-filled with worship as a major item on the agenda each time and are characterised by humour, candour embracing different points of view, mutual support, encouragement and listening to others. Big and little events were planned and joyously celebrated and we made big strides in tightening up our policies and procedures.

Some highlights include:
July: Approved safeguarding policy - Big increase in giving as a result of stewardship - the rise in hire income in the Church centre and management changes - ice cream machine to be sited in the cafe at a cost of £1,500 which was passed online plus cleaning/ maintenance issues - Preparations for Wonderfully Made shared and discussed.
September: Results of Quinquennial, Fire Assessment and Facilities Group action plans to address issues – Lone working policy – Harvest Service – Alpha group support – increase in Youth activities on Sundays- Fantastic Wonderfully Made outcomes.
November: Significant roof leak– Deanery update, visit of Bishop Olivia: importance of good disagreement and the 2030 CofE vision to be simpler, bolder and humbler– Fix it day – Windsor Fringe monies received allocation - Christmas services and activities – The Church giving to external charities - mission enabling role of church administrator discussed and subcommittee agreed to take forward.

January: Standing committee reports - Roof leak decisions –Health and safety and Lone working policy agreed - Forthcoming deanery inspection – Future of the Hub.
March: – GDPR policy - Deanery meeting, update on schools– Roof and guttering fixed – Deanery inspection result – Archdeacons visitation review - Draft finance policy and finance team – Draft APCM report - working with the West Windsor Hub and Easter services and activities,

In addition, we held a PCC awayday in January to focus on God's longer-term mission for the Church, which will become something that we all can pray and feed into going forward.

10. Maidenhead and Windsor Deanery Synod – Ruth Norris

This deanery comprises 14 parishes. The Deanery Synod Representatives are elected for three years. July 2023 marked the start of a new triennium. At the end of 2023 the Synod had 68 members. Meeting attendance varied from 31 to 38 at each of three meetings:

Wednesday 8th February 2023 at All Saints Church, Boyne Hill, Maidenhead:

- Representatives of four Deanery churches shared experiences of studying the Bible
- All Saints Dedworth shared about their Life Groups and their use of the Bible Course by the Bible Society
- St Andrew's Clewer shared about a group which read the whole Bible together over five years, meeting up regularly to discuss what they had read.
- St Mary's Maidenhead shared a personal experience of studying Philippians, and how it had helped in spiritual growth, joy, and dependence on God.
- All Saints Boyne Hill (including an Iranian refugee) shared about their use of a book "Jesus Through Middle Eastern Eyes", interpreting Scripture through first-century eyes, including how Jesus offered new life and gave value to women.

Tuesday 23rd May 2023 at St Michael's Church, Bray:

- General Synod member Gracy Crane gave a detailed report on what had happened at the February 2023 General Synod sessions, in particular the motion and proposed amendments relating to Living in Love and Faith.
- Synod members discussed and gave feedback on their past and present use of online church, with a diverse discussion and many examples of blessings as well as some challenges.

Tuesday 17th October 2023 at the Soltau Centre, Stubbings:

- Bishop Olivia, Bishop of Reading, addressed the Synod under the title of "Our church: where are we and where do we go from here?", sharing her thoughts on history; post-pandemic trends and statistics; tired volunteers and clergy; a recent clergy survey; Living in Love and Faith; the challenge of making Jesus known to unchurched people; and the vision of a "simpler, bolder, humbler" church.
- Synod members shared questions and comments with Bishop Olivia.
- General Synod member Daniel Matovu reported on the range of topics discussed at the July 2023 General Synod sessions.

Wednesday 7th February 2024 at All Saints Dedworth:

- Focus on Chaplaincies. With presentations from Jo Ellington, Chaplain at Altwood School in Maidenhead, Paul Walker, Co-Chair of Windsor Girls School Chaplaincy team and Charlie Kerr Oxford Dioceses' Chaplaincy Advisor and author of the Space Makers reflectoin resource.
- The Genral Synod brief report from the extraordinary November General Synod sessions which were held primarily to consider Living in Love and Faith (LLF) were shared.

The Deanery paid 93.1% of the requested amount from the diocese, which was a lower proportion than last year. Rod Broad took over the position of Deanery Treasurer in October 2023.

11. Safeguarding Report – Jackie Wiggins

All Saints' Dedworth is well on the way to *full compliance* with the Church of England's safeguarding regulations and our policies were in place and checked by the 3 yearly Archdeacons Visitation Inspection in February. We are now at Level 3 of 3. Our safeguarding policies and procedures follow the Church of England's guidelines. They show due regard for the House of Bishops' rulings and are displayed prominently, together with advice about obtaining help. Our Safeguarding Handbook is published on the web site and hard copies are available from Rev. Paul Walker and Jackie Wiggins, Parish Safeguarding Officer.

Disclosure and Barring Service (DBS) checks and Church of England (CofE_ safeguarding training courses are mandatory for those of us working with children, young people, the elderly and other groups of vulnerable people. Thanks go to John Wiggins for keeping up to date our record of DBS checks and thanks go to all who have updated their safeguarding training online. There are opportunities for safeguarding training about Domestic Violence and we would like to encourage a representative uptake of this in 2024-5.

Last year Safer Recruitment was flagged as an area for development for the whole Church. Relevant policies and procedures have been reviewed, trialled and updated while appointing a salaried Church administrative assistant. It was a big learning curve for the PCC, with the process of drafting a job description, person specification, advertisement and interview questions taking a great deal of time and care from the safeguarding team. Volunteers working with vulnerable people must all now be safely recruited, as with salaried individuals. The process is more informal, but equally robust.

Routine review of existing policies and procedures has continued and new policies have been written to meet changes in the law covering 'The Employment of Ex Offenders' and 'Lone Working'. The latter also relates to our Health and Safety policy, which has also been reviewed and updated. Our General Data Protection Policy (GDPR) was ratified in our March PCC meeting.

There has been a lot of change in the structure of safeguarding support within our diocese. The advisor for Berkshire is now Charlotte Wilmshurst who has been very supportive this year.

12. Eco Report – Peter Norris

CLIMATE CHANGE IS REAL

"Our response to the climate crisis must be nothing less than an 'ecological conversion' of every person and every part of society. The earth is God's gift as well as God's creation. We are called to be just stewards of creation." *Steven Croft, Bishop of Oxford*

The Church of England has set a target that all parts of the church should be planning for net zero carbon by 2030. At All Saints, we acknowledge the need to do much work in to make Greener our building, our grounds, our congregation and our surrounding environment. We are two years into a multi-year project to reduce our Environmental impact as we aim for net zero.

In the past year we have worked on the following –

- **Halved our electricity use** by using LED lights. In 2023 we used 10K kWh vs 20K kWh prior to Covid.
- **Reduced our Gas heating use** by better management of heating and hot water. Our Gas use in 2023 was 53K kWh vs 75K kWh prior to Covid.
- In 2020 our Carbon Dioxide CO2 emissions were estimated as 22 tonnes. By 2024 these have been reduced to 15 tonnes.
- Any further reduction in CO2 will come from stopping our use of Gas for heating. A big challenge as Gas use is currently 84% of the energy we buy.
- **Putting ECO advice items on our Facebook page** to encourage everyone to focus on ECO items in their homes.
- In July we received the **A-Roche Bronze ECO Church award** which recognises the work we have done to date. In 2024 we will work towards obtaining the Silver level.

But there is still a huge amount more we need to do! **How can you reduce your personal carbon pollution?** Consider the following - and persuade family & friends to do the same.

- **Your home energy use and waste production.** Electricity, gas and water used, where they're sourced from. Whether you recycle or send your waste to landfill.
- **Travel.** Your use of car, motorbike, cycle, walk, public transport. Any flights contribute significantly.
- **Your diet.** The food you eat. Where you source it from? How energy-intensive it is to produce and ship?
- **Your shopping habits.** Purchase of new items such as electronics, household goods and clothing. The lifespan of these items. Where and how they are produced.
- **Let's Reduce, Reuse, Repair, Recycle, Recover!**

Please join us on this journey as we work towards becoming an ECO Church with Net Zero carbon emissions.

13. Sung Worship – John Sturgeon

Sing to the Lord a new song, for he has done marvellous things! - Psalm 98 v 1 [NIV]

We have so much to be thankful for don't we, especially the way that God has spoken to His people in Dedworth this year through our times of worship and singing. In both our gatherings we'e continued to use a mix of song material, traditional, well known, new songs, children's songs, praise songs and traditional hymns and are always open to suggestions if you have any – please let us know.

We have been blessed with new members joining the worship group and the media team and it's amazing to hear of even more that are keen to explore this opportunity to serve. As we develop these God given technical & musical gifts together, we pray that God reveals to us how best to use them for His glory.

With the new joiners to the group come new instruments and the sound we lift in praise and worship can vary from song to song. We've loved having the guitar and drums being played each week. We have also been using an iPad to bring new sounds to the keyboard and everyone was encouraged to grab percussion instruments in our family time a few months ago. The worship group has started meeting on some Mondays to worship together and grow in an area of worship. Recently we considered the texture in music—how we can make the most of the sounds, by pulling back and creating space to listen to God when we're worshipping.

If you feel that you want to explore getting involved in any part of worship—including on a Sunday morning please do get in touch—we'd love to have a conversation with you about it. Anyone is welcome to come along to a Monday worship rehearsal. Please speak with myself, Paul or another member of the worship group!

14. Churchwarden's Report – Sue Morgan and Michael Bourne

The past year has been a time of great blessing and renewal in the life of All Saints, building on strong foundations and on the contributions of a prayer-filled church family. Life groups have become a fully established part of church life, providing a safe space to deepen our relationship with God and to support one another. The congregation has continued to grow significantly and the church changes shape each time a new member joins!

Stewardship has been a focus this year and has borne much fruit. The arrival of the Wingroves in our church family has been an amazing blessing and a number of us had the privilege of attending Adam's ordination in Oxford. Adam's warmth, wisdom (and humour!) have enriched All Saints enormously. The "Wonderfully Made" celebration in the summer was a particularly memorable and life-affirming event. More recently we are delighted to have appointed Reina as Church Administrator; this will free Paul and Adam up to focus even more their core calling to make Jesus known and to share his love.

We are very grateful to all who support the church family and local community and pay particular tribute to the commitment and hard work of Paul and the PCC. On our January Away Day it was clear how well the team work together in shaping the direction of All Saints, Dedworth. All Saints remains focused both on supporting the church family and on being outward-looking, demonstrating God's love to the wider community. This mission always welcomes more volunteers, so do speak to us or to any on the PCC if you'd like to be more involved.

ACTIVITIES

15. Support for those Advanced in Years – Angela West

The support for people of advancing years and, like me, the downright elderly, is definitely a work in progress.

There are almost 70,000 (68,400 to be precise) people over the age of 65 living in Windsor, many of whom live in our community. Most of them are living active, fulfilled lives, but there is a larger group of older people living isolated and lonely lives .

The covid epidemic changed our lives and our communication patterns completely, and it has taken time in the aftermath to determine what people want and need.

Our Pastoral Care Team provides support, care and encouragement to the sick, frail and housebound, doing home visits and offering holy communion. There will be a much more detailed report on their work from them.

Sheila Allen and I, with the help of others, tried providing a fish and chip lunch on a Wednesday, but this was not a resounding success. The number of people attending was small at the outset, and by the spring of 2023, Sheila and found ourselves alone for lunch.

We rethought our plan and decided to have occasion lunches. Two standout events were the Coronation lunch, a home cooked meal, when we made a small profit from a donation-based event, and a Christmas lunch, when we went to Oak Tree Garden Centre. The highlight of the Christmas event was the beautiful Communion service which Rev Paul did for us before we left.

Those of advancing years are often the people with fewer commitments and they are very evident in all church events. The gardening/ cleaning/ repairing Saturday is a prime example. The refreshment 'tent' is manned by a team with an average age of 87 years.

During the 'Wonderfully Made' week a number of older people shared their skills with the young This was a wonderful experience for both age groups and genuine friendships were made at this time, as well as skills being passed on.

We need to do so much more for this group, who with a little help, could themselves, do so much more.

GOING FORWAD

Perhaps a "Wonderfully Aging'. Event would be helpful

There is a real need for

- a younger, vibrant, more 'tec savvy' team to plan and provide activities and support,
- more car drivers for transport, to and from church services and other events,

- some events/activities for older people. Taking place in daylight including, if possible, occasional weekday services. Carers also, old or young find this helpful as it is easier to find help to cover any time out during the week,

16. Children and Youth Work – Michelle Sturgeon, Kerry Giles and Sheree Walker

Flames and Firepit Youth Life Groups

Another year of Flames and Fire Pit has bought more fun and laughter, lots of games, growing in relationship with each other and Jesus. Whilst chatting to some young people last week I asked them where their most favourite place in the whole world is. I was expecting various holiday destinations as a reply, but they said church—that's where their family is!

We have raised the age of Flames this year so that it is now for school years 6 to 8. Firepit is year 9+. The two groups continue to meet together on a Sunday morning, although we are looking at ways some of the older ones can serve and join in with the wider church. We now have a youth group every Sunday evening with the two groups alternating. We have developed a new routine for Flames where we normally start with a whole group game, and then we split into three separate life groups. Each group has a box with the discussion questions and games already prepared in it. I think we have all enjoyed being part of a smaller group. We then move on to hot chocolate and free time playing games. We have had several new young people join us this year, mainly because of the Wonderfully Made event in the Summer. We have happily welcomed new leaders who are actively leading groups alongside me (Michelle) - Caren who now leads Sunday morning life groups, Adam and Rebecca who lead Flames and David who leads Fire Pit. Thank you to those that have taken on these leadership roles but also to the helpers, bakers and prayers.

We had a busy summer too with a group of 10 of us going of to Yellow Braces weekend in July. This is a diocesan event where we met many others in the diocese. We loved the "just come as you are" atmosphere, not pretending to be someone you are not. We all felt very at home there within hours of arriving. Later in July we enjoyed camping together at New Wine, followed by the Wonderfully Made Week.

As ever, thank you to the wider church for all the love, support and prayers you give our young people and their leaders.

Sparks and Flares Childrens' Life Groups

Sparks is a Life Group for Year 1 aged children and younger, it has a regular attendance of 6.
Flares is a Life Group for Year 2 to Year 5 aged children, it has a regular attendance of 9.
Both groups have followed roughly the same topics each week on various stories from the Bible and themes, including the armour of God, worship and a syllabus from Energize based on Jesus' story. These topics have been explored through games, discussions and craft, which all the children enjoy and engage in.

We have had a fun year with the Sunday morning Flares kid's group (ages 5-9 ish).
Through games, discussion, Bible stories (with active involvement of the children) and a wide range of craft activities, we have sought above all else to show the children how much each and every one of them is unconditionally loved by God, who gave us Jesus and His Spirit. The children of all ages

have shared really quite amazing spiritual understandings at times. . .and also kept us up to date with very important things such as their latest adventures at the pirate park.

With enormous thanks to Mike for his support in every way; to Liza for her (more than just) occasional but essential help too, and to the wonderful Sheree, for when we have to merge groups. We have a great kid's group team; Michelle as ever-you are a real star. Thanks to both Emma and Rebecca for coming on board now, very much appreciated. A lovely year.

17. GAP (God and Play/Grandparents and Parents) – Ruth Norris

Our Toddler group continues to thrive throughout all the ups and downs of peoples' lives: new jobs, army movement about the country, marriage break ups, births, off to school. The grandparents are more of a constant than parents in a world where society and government's encouragement to work is strong.
Each week there are usually between 8 and 12 families coming along. We have 3 sets of twins on the books and there are quite often 3 generations of the same family represented. They love the friendly atmosphere. As one mum recently said, "We love being around you all. Thank you for supporting and caring." God's love is being successfully relayed and received.

It was a delight to have Emma Wingrove join Mary Findler and Ruth Norris as leaders in the autumn term. After Christmas Christina Sealy has been able to come more regularly and loves relating to the youngsters in their fun. Jackie Sadler has been a great help with the refreshments while Mary was away and Adam's recent inclusion as a leader has been especially welcome so as to give Ruth an occasional break!

18. Schools' Report – Ruth Norris and Paul Walker

Setting up a provision of chaplaincy at Windsor Girls School has been a significant area of development this year. Rev Paul has been leading on this and it is becoming a valued part of the school community. The Chaplaincy Team includes charities, local ministers and school staff, who seek to serve the school. There are many opportunities which we can prayerfully explore for sharing in community with the school and others.

Contact has been maintained with our 5 schools again, concentrating on the main festivals. Rev Paul has been invited to take assemblies in Dedworth Middle School and had the privilege to lead a whole-school act of remembrance too. Ruth, Adam and Paul took Harvest assemblies at all the schools and Paul was invited to lead an assembly at Windsor Girls.

Christingle celebrations were led with Key Stage 2 pupils at church with Paul, Adam and Sue, while Michelle, Adam and Ruth took 'Hat and scarf' story celebrations of the Christmas story in the schools for the younger Key Stage 1 and 2 children at Homer, Dedworth First and Alexander schools. The Middle School invited Paul to lead a Christmas assembly and Hilltop came to the Church Centre for a Carol Service for Key Stage 2, attended by about 175 people!

This easter we are looking forward to inviting Year 5 from The Middle School to Easter Explored, a trail, similar to Christmas through the Keyhole, reflecting on the events of Holy Week and Easter Sunday.

19. Life Groups and Pastoral Care – Paul Walker

We're so pleased that Life Groups, now in their third year, continue to grow! While about 65 people are in a group, it is hoped that many more will join or continue to form new ones. Life Groups are a significant part of everyday growth in discipleship and pastoral care. Many have said how they find being part of a group a great encouragement and that their weekly meeting is a highlight of their week.

In the Autumn we ran Alpha and since completing the course those who attended decided to form a Life Group on Thursday's. While many—not all—groups still meet in the Church Centre, the option is still there to gather at someone's home. Many of the groups share the roles of leadership and hospitality and all enjoy gathering socially too at different times in the year. Materials this year that have been used to grow in God's word include: Come and See, Freedom in Christ, Discipleship Explored, Alpha, Growing in Faith, Exploring the Parables, Rule of Life and More than Conquerors. A big thanks to all those who lead or host groups for all you do to support people in discipleship!

If you are not yet a member of a group, please do consider joining one. You can try groups to see which you like and if you want to host or help lead a group, please do have a chat with Paul.

The pastoral team continues to support those in need through home visits and the taking of Communion. Our procedures for pastoral visiting have been reviewed recently continue to be in line with our safeguarding policy. Care is given to ensure that visitors are rotated and where possible people do not visit alone. The list of those who are authorised to give Holy Communion has been revised this year too.

I would greatly value feedback from anyone who has any with regards any area of pastoral care. While we try to support all, there will be times we fall short. Please forgive us if this is the case and thank you for your grace as we continue to grow in this area together.

Finally, a special thanks go to Barbara, Sheila and Angela for all they do to support in the area with the elderly, as well as Michelle and the youth and children's teams who support the young people's Life Groups.

20. Community Outreach – Andrew Giles

We have had an excellent year in 2023/24. Several newer groups were with us for the full year and this has helped us signidicanly increase income, from £10,145 in 2022 to £15,779 in 2023 at a time when the cost of living has increased. We have had one or two new enquiries so that income is expected be around £20,000 for 2024. Crossroads social care continued to use the church office (now a 9-year partnership) and West Windsor Hub continue their work providing emergency food and signposting and fill the need to be a social Hub in the Church Pop-up café, all for the entire community. Church members continued to help with the cooking and serving of food and drinks generally including free hot meals as part of the Warm Spaces initiative with them.

The number of regular community groups climbed to 17 consisting of:

- The previous regulars: Al – Alanon, Crossroads, Friends in Need, Brownies, and Rainbows (3 groups) Men's Matters, Music with Mummy and Jolly Babies, SANDS, Singing for Pleasure, U3A coffee morning, West Windsor Hub
- New groups included: children's organisations Monkey Music, Robot Reg and Perform Dance Group and for those slightly older we recently welcomed the U3A Flower arranging Group.
- Sadly, French Classes, Guides and Out and About had to fold, we regard all groups as part of the church family and we are sad to see any of them go.

In addition, several other groups use us whenever they can on an occasional basis such as Abri, Age Concern, Baby Bank, Royal Berkshire Bengalese Association, and Windsor Photographic Society. We also hosted a Money Confidence Course for RBWM this year

We continue to ensure that new organisations are aligned with the values and ethos of the Church and are particularly keen to welcome charities and dedicated community groups. We seek to invite all of them to major church events – many came to the Barbeque and Wonderfully Made days and had a great time. We seek to encourage all and help them in any way we can supporting their work to continue.

We need to constantly check that we have the resources to serve groups but the welcome given and tireless efforts by Sue Morgan and Jackie Sadler week after week with unfailing good humour (with help from Brian Johnson on a Thursday) is nothing short of remarkable, coping with all sorts of challenges and them needing large bunches of keys! Time and time again our community groups have expressed appreciation and admiration for their efforts and they are an amazing witness for thee Church.

Andrew Giles has been managing the relationships and administration for nearly 7 years, leaving things in decent shape and is in the process of handing over to Reina Mansour the new Church Administrator

PART 2 Financial Statements of the PCC

1. **Independent examiner's report to the members/trustees of the PCC**

2. All Saints' Church Dedworth – 2023 Financial Report and Accounts

NCOME & EXPENDITURE ACCOUNT

YEAR ENDED 31ST DECEMBER 2023

INCOME

2022			2023
£45,879	Net Gift Aid Pledges	£53,560	
£11,197	Tax Relief on Gift Aid Pledges	£13,059	
£57,076	Total Pledged Giving		**£66,619**
£1,698	Church Collections	£2,944	
£10,145	Hall Hire	£15,779	
£11,843			**£18,723**
£0	ODBF Contribution to housing	£11,076	
£2,879	Donations	£11,275	
£81	Fund Raising	£314	
£1,704	Funerals	£1,396	
£1,881	Grants	£1,750	
£17	Interest and Dividends Received	£88	
£0	Miscellaneous	£0	
£0	Legacies	£5,000	
£1,121	Special Collections	£604	
£144	Weddings	£0	
£1,620	Youth Group	£801	
0	Special Purpose Donation for housing*	£7,231	
£9,447			**£39,535**
£2,368	Running Man Café		**£0**
£80,734	**TOTAL INCOME**		**£124,877**

*Total Special Purpose Donation received was £32,00 to meet the curate housing cost over 4 years. Income to meet 1st years costs only shown above. Income for subsequent years has been transferred to reserves.

EXPENSES

2022			2023
	THE CHURCH & SERVICES		
£5,527	Lighting & Heating	£7,090	
£1,859	Insurance	£2,045	
£4,253	Minor repairs & maintenance	£4,040	
£1,426	Miscellaneous	£461	
£3,443	Upkeep of Services	£5,413	
£1,040	Salaries	£470	
£17,548			**£19,519**
	OTHER EXPENSES		
£0	Housing Rent	£18,307	
£246	Administration	£0	
£1,078	Catering	£2,067	
£1,211	Equipment Purchases	£1,720	
£489	Printing	£479	
£430	Special Collections	£604	
£2,851	Telephone/Internet	£1,489	
£1,769	Youth Work	£1,297	
£8,074			**£25,963**
	PAYMENTS OUTSIDE PARISH		
£66,412	Parish Share	£68,359	
£81	Charitable Giving	£1,241	
£66,493			**£69,600**
£92,115	**TOTAL EXPENSES**		**£115,082**
-£11,381	**Excess of Expenditure Over Income**		**£9,795**

BALANCE SHEET AS AT 31ST DECEMBER 2023

31/12/2022	Assets	31/12/2023
£656	Diocesan Trustees Investment Account	£579
£46,030	Metro Bank - ASD Current Account	£33,341
£2,797	Metro Bank - Running Man Café	£100
£0	Metro Bank Instant Access Savings A/c	£20,014
£0	Metro Bank Fixed Rate Savings A/c	£30,000
£0	Petty cash	£0
£49,483		**£84,034**

Apportioned as follows

	Unrestricted Funds	
£58,584	General Fund	£50,695
£1,624	Designated Funds (see below)	£7,991
	Restricted Funds	
£0	Special Purpose Donation (Housing)	£24,769
£656	Perpetual Trust Fund	£579
£60,864		**£84,034**

Designated Funds:

New Church Administrator Salary	£7,821
Youth Work Fund	£170
	£7,991

All Saints Church Dedworth – 2023 Financial Report and Accounts

2023 Financial review

Expenditure had exceeded regular income in the 5 years prior to 2023, with the loss in 2022 increasing to -£11.4k. Our aim in 2023 was to grow the level of regular giving through deepening discipleship and growth in Life Groups. This was achieved and the net result for the year was an excess of receipts over payments of £34,628.00. The surplus was larger than forecast due to a legacy donation of £5,000 received at the end of the year, together with a one-off donation of £32,000.00 to cover curate housing over the next four years. However, it also reflected a monthly increase in regular giving following the successful 'Giving for Life' campaign in the summer, together with an increase in hall hire income, up 55% from last year and well ahead of pre-pandemic levels (£15.8k vs £7.4k in 2019):-

	2018	2019	2020	2021	2022	2023	Variance
Regular Income	Total	Total	Total	Total	Total	Total	vs 2022
Standing Orders	38,183	24,050	13,063	10,186	10,426	10,157	-269
Parish Giving Scheme		15,004	29,716	31,503	35,453	43,403	**7,950**
PGS Tax income		3,547	7,002	7,336	8,273	9,993	**1,720**
Collections (cash)	7,232	7,830	1,683	1,079	1,641	2,944	**1,303**
Envelopes	13,127	8,869	2,746	1,793	57	0	-57
Sub total of regular giving	58,542	59,300	54,210	51,897	55,850	66,496	**10,646**
Hall Hire	7,016	7,425	5,815	6,475	10,145	15,779	**5,634**
Total	65,558	66,725	60,025	58,372	65,995	**82,275**	**16,280**

The surplus was also achieved by strict management of costs during the year by church members. For example, various actions were taken to reduce Heat & Light costs including the replacement of all light bulbs with energy efficient bulbs, and the result of all these actions was a Heat & Light spend for the year of £7.1k which was slightly behind pre-pandemic levels (£7.2k in 2019), despite the sharp increase in gas and electricity prices in the year.

Adding bank and deposit balances brought forward at the beginning of the year, the balances carried forward at 31 December on unrestricted funds totalled £58,686, of which £7,991 has been set aside to meet the new salary of the Church Administrator and for Youth Activities and is carried forward as a designated fund.

Reserves policy

It is PCC policy to maintain a balance on unrestricted funds that equates to at least three months' unrestricted payments. This is equivalent to £30,500. It is held to smooth out fluctuations in cash flow and to meet emergencies. The remaining level of reserves at year end is sufficient to cover budgeted expenditure in 2024 and enables the church to maintain its current level of worship and pastoral support. In the event of surplus funds at the financial year-end, the PCC will consider how these funds might be used for local mission and outreach.

Paul Watkins,
Treasurer, All Saints Dedworth

INCOME & EXPENDITURE ACCOUNT

YEAR ENDED 31ST DECEMBER 2023

INCOME

2022			2023
£45,879	Net Gift Aid Pledges	£53,560	
£11,197	Tax Relief on Gift Aid Pledges	£13,059	
£57,076	Total Pledged Giving		**£66,619**
£1,698	Church Collections	£2,944	
£10,145	Hall Hire	£15,779	
£11,843			**£18,723**
£0	ODBF Contribution to housing	£11,076	
£2,879	Donations	£11,325	
£81	Fund Raising	£314	
£1,704	Funerals	£1,396	
£1,881	Grants	£1,750	
£17	Interest and Dividends Received	£102	
£0	Miscellaneous	£0	
£0	Legacies	£5,000	
£1,121	Special Collections	£604	
£144	Weddings	£0	
£1,620	Youth Group	£801	
0	Special Purpose Donation for housing*	£32,000	
£9,447			**£64,368**
£2,368	Running Man Café		**£0**
£80,734	**TOTAL INCOME**		**£149,710**

*Total Special Purpose Donation of £32,000.00 to meet the curate housing cost over 4 years. Income for subsequent years (£24,769.00) has been transferred to reserves.

EXPENSES

2022			2023
	THE CHURCH & SERVICES		
£5,527	Lighting & Heating	£7,090	
£1,859	Insurance	£2,045	
£4,253	Minor repairs & maintenance	£4,040	
£1,426	Miscellaneous	£461	
£3,443	Upkeep of Services	£5,413	
£1,040	Salaries	£470	
£17,548			**£19,519**
	OTHER EXPENSES		
£0	Housing Rent	£18,307	
£246	Administration	£0	
£1,078	Catering	£2,067	
£1,211	Equipment Purchases	£1,720	
£489	Printing	£479	
£430	Special Collections	£604	
£2,851	Telephone/Internet	£1,489	
£1,769	Youth Work	£1,297	
£8,074			**£25,963**
	PAYMENTS OUTSIDE PARISH		
£66,412	Parish Share	£68,359	
£81	Charitable Giving	£1,241	
£66,493			**£69,600**
£92,115	**TOTAL EXPENSES**		**£115,082**
-£11,381	**Excess of Income Over Expenditure**		**£34,628**

BALANCE SHEET AS AT 31ST DECEMBER 2023

31/12/2022	Assets	31/12/2023
£656	Diocesan Trustees Investment Account	£579
£46,030	Metro Bank - ASD Current Account	£33,341
£2,797	Metro Bank - Running Man Café	£100
£0	Metro Bank Instant Access Savings A/c	£20,014
£0	Metro Bank Fixed Rate Savings A/c	£30,000
£0	Petty cash	£0
£49,483		**£84,034**
	Apportioned as follows	
	Unrestricted Funds	
£47,353	General Fund	£50,695
	Designated Funds:	
	New Church Administrator Salary	£7,821
£1,474	Youth Work Fund	£170
	Restricted Funds	
£0	Special Purpose Donation (Housing)	£24,769
£656	Perpetual Trust Fund	£579
£49,483		**£84,034**

2023 RESERVES TO NET GAIN RECONCILIATION

Opening Assets	£49,483
Movement in Trustee a/c	(£77)
Net Gain / (Loss)	£34,628
Total Reserves c/fwd	**£84,034**

Independent examiner's report on the accounts

Report to the trustees	**Parochial Church Council of All Saints Church** **Dedworth Road, Windsor, SL4 4JW**

On accounts for the year ended	December 2023	**Charity no (if any)**	

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

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Signed:		**Date:**	14.04.2024
Name:	Charles Norman		
Relevant professional qualification(s) or body (if any):	ACMA		
Address:	17 Sherbourne Drive, Windsor, SL4 4AE		

Section B	Disclosure
	Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).
Give here brief details of any items that the examiner wishes to disclose.	

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF DEDWORTH

England & Wales - Charity number 1183536

Accounts

Independent examiner's report on the accounts

Report to the trustees	**Parochial Church Council of All Saints Church** **Dedworth Road, Windsor, SL4 4JW**

On accounts for the year ended	December 2022	**Charity no (if any)**	

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/12/2022

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Signed: [signature] **Date:** 26/4/2023

Name: CHARLES NORMAN

Relevant professional qualification(s) or body (if any): CHARTERED INSTITUTE OF MANAGEMENT ACCOUNTANTS – ACMA

Address: 17 SHERBOURNE DRIVE
WINDSOR
BERKSHIRE SL4 4AE

All Saints Church Dedworth – 2022 Financial Report and Accounts

Treasurer's Report for APCM 14th May 2023

Our 2022 Financial Report and Accounts are now finalised and signed off by our independent examiner, and will be made available on our website for review.

Looking back to 2022, the budgeted loss was lower than expected, at -£11.4k, due to lower than forecast fuel bills and due to receipt of an energy grant from the Diocese. Income from regular giving remained stable, with new joiners to the Parish Giving Scheme offsetting members who left in the year, and was ahead of 2021 and 2020, albeit covid lockdown closures contributed to record low giving during the years of the pandemic:

	2018	2019	2020	2021	2022
Regular Income	Total	Total	Total	Total	**Total**
Standing Orders	**38,183**	**24,050**	**13,063**	**10,186**	**10,426**
Parish Giving Scheme		**15,004**	**29,716**	**31,503**	**35,453**
Collections (cash)	**7,232**	**7,830**	**1,683**	**1,079**	**1,641**
Envelopes	**13,127**	**8,869**	**2,746**	**1,793**	**57**
Sub-total of regular giving	**58,542**	**55,753**	**47,208**	**44,561**	**47,577**
Hall Hire	**7,016**	**7,425**	**5,815**	**6,475**	**10,145**
Total	**65,558**	**63,178**	**53,023**	**51,036**	**57,722**

Looking forward to 2023, the forecast is a greater loss, of -£17.5k against last years -£11.4k. We are budgeted to spend £3k less on repairs and maintenance this year (in 2022 we spent just under £4k on electrical and lighting work) and hall hire income is expected to increase by £2k, but this is offset by forecast reductions in income from the café of -£2k, reduced grants and donations of £-1.5k, increased fuel costs of circa £2k, increased parish share of £2k and new curate housing costs from July of circa £4k.

ASD 2023 RESERVES POLICY

All Saints Church Dedworth is a medium sized church with an annual income of circa £73k which includes £10k from Hall Hire. There is a need for new staff, particularly to assist in church centre activities and the café. The condition of the buildings is generally good. The church currently has general reserves of £45k.

The PCC discussed the following factors in arriving at their reserves policy:

- Money should only be kept in reserve for specific reasons – whilst the Bible clearly indicates that we should not hoard, it is also clear that sensible planning for known events is important.
- An exceptional one-off donation in 2021 provided the church with time to grow the level of regular giving through deepening discipleship and growth in Life Groups. Regular expenditure has exceeded regular income over the past 5 years, with the loss in 2022 growing to -£11.4k. The 2023 loss is forecast at -£17k so it is proposed to set aside this amount for the next year to allow time to grow discipleship. **(£17k)**
- A wish to have two months running costs in cash reserves in case of a major problem. (£**16k**)
- Whilst no other major building repair works are expected, minor ones are likely to need doing and it would be prudent to allow for this now. **(£5k)**
- A need has been identified for salaried staff (part time) to help out in the church centre (£5.2k) and to act as café manager (£5.2k). **(£11k)**
- There was a general wish that more should be spent on outreach to the community.
- The PCC would like to move towards modelling generous giving, by donating 10% of its income to mission outreach projects and Christian charities.

This policy will be reviewed in twelve months' time apart from the local mission, outreach and giving, which will be reviewed frequently during the year.

The above level of reserves of **£49k** enables the church to maintain its current level of worship and pastoral support and in the event of surplus funds above this level at the financial year-end, the PCC will consider how these funds might be used for local mission and outreach.

Paul Watkins
Treasurer, All Saints Dedworth,

INCOME & EXPENDITURE ACCOUNT

YEAR ENDED 31ST DECEMBER 2022

INCOME

2021			2022
£43,482	Net Gift Aid Pledges	£45,879	
£ 9,373	Tax Relief on Gift Aid Pledges	£11,197	
£52,855	Total Pledged Giving		**£57,076**
£1,080	Church Collections	£1,698	
£6,475	Hall Hire	£10,145	
£7,555			**£11,843**
£234	Baptisms	£0	
£50,743	Donations	£2,879	
£220	Fund Raising	£81	
£1,175	Funerals	£1,704	
£1,000	Grants	£1,881	
£12	Interest and Dividends Received	£17	
£473	Miscellaneous	£0	
£3,971	Insurance Claim	£0	
£3,201	Special Collections	£1,121	
£188	Weddings	£144	
£40	Youth Group	£1,620	
£61,257			**£9,447**
£560	Running Man Cafe		**£2,368**
£122,227	**TOTAL INCOME**		**£80,734**

EXPENSES

2021			2022
	THE CHURCH & SERVICES		
£2,901	Lighting & Heating	£5,527	
£1,808	Insurance	£1,859	
£4,409	Minor repairs & maintenance	£4,253	
£1,231	Miscellaneous	£1,426	
£2,446	Upkeep of Services	£3,443	
£4,950	Salaries	£1,040	
£17,745			**£17,548**
	OTHER EXPENSES		
£39	Administration	£246	
£461	Catering	£1,078	
£3,042	Equipment Purchases	£1,211	
£1,144	Printing	£489	
£2,209	Special Collections	£511	
£2,031	Telephone/Internet	£2,851	
£705	Youth Work	£1,769	
£9,631			**£8,155**
£0	Running Man Cafe		**£0**
	PAYMENTS OUTSIDE PARISH		
£64,737	Parish Share	£66,412	
£0	Charitable Giving	£0	
£64,737			**£66,412**
£92,113	**TOTAL EXPENSES**		**£92,115**
+£30,114	**Excess of Expenditure Over Income**		**-£11,381**

BALANCE SHEET AS AT 31ST DECEMBER 2022

31/12/2021	Assets	31/12/2022	
£656	Diocesan Trustees Investment Account	**£656**	Market Value as at 31/12/22
£57,411	Metro Bank - ASD Current Account	**£46,030**	As at 31/12/22
£2,797	Metro Bank - Running Man Cafe	**£2,797**	As at 31/12/22
£0	Petty cash	**£0**	
£60,864		**£49,483**	

Apportioned as follows

	Unrestricted Funds	
£58,584	General Fund	**£47,353**
£1,624	Discretionary Funds	**£1,474**
	Restricted Funds	
£656	Perpetual Trust Fund	**£656**
£60,864		**£49,483**

Discretionary Funds:

Homeless Fund	£809
Youth Work Fund	£665
	£1,474

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF DEDWORTH

England & Wales - Charity number 1183536

Accounts

Independent examiner's report to the members/ trustees of the Parochial Church Council of All Saints Church, Dedworth Road, Windsor, SL4 4JW

I report to the trustees on my examination of the accounts for the year ended 31 December 2021 which are set out on pages 2-6.

Responsibilities and basis of report

As the charity trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept as required by section 130 of the Act; or

2. the accounts do not accord with those records.

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

Furthermore, the development of a reserves policy is a positive move and in line with Charity Commission best practice. I have no concerns with the proposed reserves policy.

Signed:

Name: Charlie Norman
Relevant professional qualification or membership of professional bodies (if any): ACMA
Address: 17 Sherbourne Drive, Windsor, SL4 4AE
Date: 15th May 2022

All Saints Church Dedworth – 2021 Financial Report and Accounts

Treasurer's Report for APCM 15th May 2022

Our 2021 Financial Report and Accounts are now finalised and a copy will be made available on our website for review following sign-off by our independent examiner.

2021 was another challenging year due to the pandemic. The church was in full lockdown for the first three months of 2021 and social distancing was required for the remainder of the year following re-opening, resulting in a reduction in income from collections and hall hire. Regular Income for 2021 amounted to £60.4k, the lowest figure in the previous 6 years. Outgoings were closely managed and expenditure for the year of £92.1k was also below the last 6-year average of £105k. We finished the year with a surplus of income over expenditure of £30.1k, achieved as a result of an exceptional one-off donation to church funds of £38k during our 'Generous June' giving campaign.

Looking forward to 2022, as for the past six years, regular expenditure is forecast to exceed regular income and will result in a loss of circa -£15k. Assuming no unexpected costs this year, our reserves will be sufficient to meet budgeted expenditure in 2022 including our parish share commitment of £66.4k and energy bills estimated at £7.5k. We hope to increase regular giving this year by developing stewardship amongst our members through discipleship. Life Groups are now meeting regularly and as discipleship grows, this will allow members to be bolder in what they are giving, allowing the Church to make bolder steps in its Mission.

ASD 2022 RESERVES POLICY

All Saints Church Dedworth is a medium sized church with an annual income of circa £66k which includes £6k from Hall Hire. The church previously employed one part time member of staff at a total cost of £7.2k p.a. There is a need for new staff or volunteers, particularly to assist in church centre activities, the café and IT Support. The condition of the buildings is generally good. The pandemic highlighted a need for live streaming of services on occasions, which requires IT equipment.

The PCC discussed the following factors in arriving at their reserves policy:

- Money should only be kept in reserve for specific reasons – whilst the Bible clearly indicates that we should not hoard, it is also clear that sensible planning for known events and responsibility for others (including employees) is important.
- The exceptional one-off donation in 2021 provides the church with time to grow the level of regular giving. The average loss (regular expenditure exceeding regular income) over the past 6 years amounts to £5.5k. It is proposed to set aside this amount for the next two years whilst discipleship is grown (eg. through Life Groups). (£11k)
- Whilst no major building repair works are expected, minor ones are likely to need doing and it would be prudent to allow for this now. (£5k)
- The PCC believes that reserves amounting to 3 months general running costs are appropriate to cater for a downturn in income as well as providing an appropriate level of funds to cover unexpected expenditure. (£21k)

- There was a general wish that more should be spent on outreach to the community.

It is proposed that the above level of reserves amounting to £37k is appropriate and enables the church to maintain its current level of discipleship and missional activity. In the event of surplus funds above this level at the financial year-end, the PCC will consider how these additional funds might also be used for local mission and outreach projects.

Paul Watkins
Treasurer, All Saints Dedworth,

INCOME & EXPENDITURE ACCOUNT

YEAR ENDED 31ST DECEMBER 2021

INCOME

2020			2021
£45,525	Net Gift Aid Pledges	£43,482	
£18,684	Tax Relief on Gift Aid Pledges	£9,373	
£64,210	Total Pledged Giving		**£52,855**
£1,683	Church Collections	£1,080	
£5,815	Hall Hire	£6,475	
£7,498			**£7,555**
£0	Baptisms	£234	
£7,697	Donations	£50,743	
£555	Fund Raising	£220	
£434	Funerals	£1,175	
£5,500	Grants	£1,000	
£400	Homeless Fund	£0	
£16	Interest and Dividends Received	£12	
£0	Miscellaneous	£473	
£0	Insurance Claim	£3,971	
£562	Special Collections	£3,201	
£6,080	WW Hub Fund	£0	
£356	Weddings	£188	
£98	Youth Group	£40	
£21,698			**£61,257**
£2,025	Running Man Cafe		**£560**
£95,431	**TOTAL INCOME**		**£122,227**

EXPENSES

2020			2021
	THE CHURCH & SERVICES		
£5,938	Lighting & Heating	£2,901	
£1,802	Insurance	£1,808	
£4,327	Minor repairs cleaning	£4,409	
£0	Miscellaneous	£1,231	
£3,600	Upkeep of Services	£2,446	
£0	Churchyard	£0	
£7,125	Salaries	£4,950	
£22,792			**£17,745**
	OTHER EXPENSES		
£567	Administration	£39	
£94	Catering	£461	
£1,049	Equipment Purchases	£3,042	
£0	Printing	£1,144	
£1,104	Homeless Fund	£0	
£689	Special Collections	£2,209	
£1,228	Telephone/Internet	£2,031	
£6,080	WW Hub Fund	£0	
£133	Youth Work	£705	
£10,943			**£9,631**
£2,863	Running Man Cafe		**£0**
	PAYMENTS OUTSIDE PARISH		
£57,484	Parish Share	£64,737	
£152	Charitable Giving	£0	
£57,636			**£64,737**
£94,234	**TOTAL EXPENSES**		**£92,113**
£1,196	**Excess of Income Over Expenditure**		**£30,114**

BALANCE SHEET AS AT 31ST DECEMBER 2021

31/12/2020	Assets	31/12/2021	
£537	Diocesan Trustees Investment Account	**£656**	Market Value as at 31/12/21
£27,296	Metro Bank - ASD Current Account	**£57,411**	As at 31/12/21
£2,042	Metro Bank - Running Man Cafe	**£2,797**	As at 31/12/21
£0	Petty cash	**£0**	
£29,875		**£60,864**	

Apportioned as follows

	Unrestricted Funds	
£27,813	General Fund	**£58,584**
£1,525	Discretionary Funds	**£1,624**
	Restricted Funds	
£537	Perpetual Trust Fund	**£656**
£29,875		**£60,864**

Discretionary Funds:

Homeless Fund	£809
Youth Work Fund	£815
	£1,624