



ALL SAINTS CHURCH DEDWORTH

DRAFT

**Annual Report &
Financial statements
June 2023 – March 2024**

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PART I – Annual Report

I. 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.

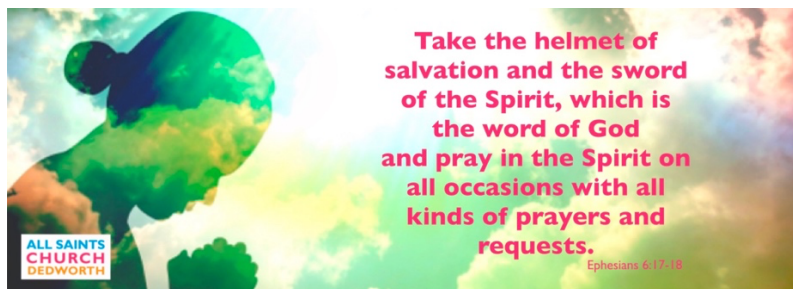
With love and every blessing,

A handwritten signature in black ink, appearing to read 'Paul', written in a cursive style.

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):

	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.

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 Ambassadors 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 I am 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've 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 I found ourselves alone for lunch.

We rethought our plan and decided to have occasional 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 FORWARD

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 brought 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 significantly 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: AI – 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 the 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

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

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

INCOME & EXPENDITURE ACCOUNT

YEAR ENDED 31ST DECEMBER 2023

<u>2022</u>	<u>INCOME</u>		<u>2023</u>
£45,879	Net Gift Aid Pledges	£53,560	
<u>£11,197</u>	Tax Relief on Gift Aid Pledges	<u>£13,059</u>	
£57,076	Total Pledged Giving		£66,619
£1,698	Church Collections	£2,944	
<u>£10,145</u>	Hall Hire	<u>£15,779</u>	
£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	
<u>0</u>	Special Purpose Donation for housing*	<u>£7,231</u>	
£9,447			£39,535
£2,368	Running Man Café		£0
<hr/> £80,734	<u>TOTAL INCOME</u>		<hr/> £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.

<u>2022</u>	<u>EXPENSES</u>	<u>2023</u>
	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
<u>£1,040</u>	Salaries	<u>£470</u>
£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
<u>£1,769</u>	Youth Work	<u>£1,297</u>
£8,074		£25,963
	PAYMENTS OUTSIDE PARISH	
£66,412	Parish Share	£68,359
<u>£81</u>	Charitable Giving	<u>£1,241</u>
£66,493		£69,600
£92,115	<u>TOTAL EXPENSES</u>	£115,082
	Excess of Expenditure Over	
<u><u>-£11,381</u></u>	Income	<u><u>£9,795</u></u>

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	<u>£170</u>
		£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

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£11,843		£18,723
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£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
<u>0</u>	Special Purpose Donation for housing*	<u>£32,000</u>
£9,447		£64,368
£2,368	Running Man Café	£0
<hr/> £80,734	<u>TOTAL INCOME</u>	<hr/> £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.

<u>2022</u>	<u>EXPENSES</u>	<u>2023</u>
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£5,527	Lighting & Heating	£7,090
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<u>£1,040</u>	Salaries	<u>£470</u>
£17,548		£19,519
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<u>£81</u>	Charitable Giving	<u>£1,241</u>
£66,493		£69,600
£92,115	<u>TOTAL EXPENSES</u>	£115,082
<hr/>	Excess of Income Over	<hr/>
<u><u>-£11,381</u></u>	Expenditure	<u><u>£34,628</u></u>

BALANCE SHEET AS AT 31ST DECEMBER 2023

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£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)	<u>£34,628</u>
Total Reserves c/fwd	<u>£84,034</u>

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.

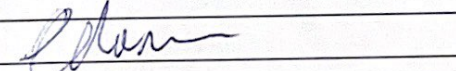
Independent
examiner's statement

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.

On accounts for the year ended	Charity no. (if any)
Responsible and	
Examiner's statement	
<p>I have completed my examination. I confirm that in material matters I have no doubt to my attention in connection with the examination which gives me cause to believe that in any material respect:</p> <ul style="list-style-type: none"> the accounting records were not kept in accordance with section 100 of the Charities Act or the accounts did not agree 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 (SI 2008/1442) (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). <p>I have no grounds and have not been asked to state in this report (in connection with the examination to which reference should be made in the report) in which to enable a proper understanding of the accounts to be reached.</p>	
Signature	Date
Printed name	