

**ALL SAINTS' CHURCH, PARK ROAD,**  
**PETERBOROUGH**



**ALL SAINTS' PAROCHIAL CHURCH COUNCIL**  
**ANNUAL REPORTS**

**1<sup>st</sup> JANUARY 2019 - 31<sup>st</sup> DECEMBER 2019**

**1<sup>st</sup> JANUARY 2020 - 31<sup>st</sup> DECEMBER 2020**

**THE SCHEDULED APCM ON 26/04/2020 WAS UNABLE TO BE HELD DUE TO THE COVID-19 PANDEMIC RESTRICTIONS.**

**THE TERMS OF OFFICE FOR CHURCHWARDENS, PCC & DEANERY SYNOD MEMBERS WERE EXTENDED FOR ONE YEAR. NO RESIGNATIONS FROM ROLES WERE RECEIVED DURING 2020.**

The Annual Meeting of Parishioners for the Election of Churchwardens & the Annual Parochial Church Meeting for the Election of PCC Representatives, Deanery Synod Representatives & the Appointment of the Independent Examiner together with both 2019 & 2020 Annual & Finance Reports are to be presented at the APCM on 23/05/2021 following the Sunday Eucharist.

**ALL SAINTS' PAROCHIAL CHURCH COUNCIL**

**ANNUAL REPORTS :- 1<sup>st</sup> JANUARY 2019 – 31<sup>st</sup> DECEMBER 2019**

**1<sup>st</sup> JANUARY 2020 – 31<sup>st</sup> DECEMBER 2020**

**LEGAL & ADMINISTRATIVE INFORMATION**

**Name:-**

Parochial Church Council of All Saints' Peterborough

**Location:-** All Saints' Church is located on Park Road, approximately mile from Peterborough City Centre, near to the Town Park. It is part of the Diocese of Peterborough within the Church of England.

**Address for Correspondence:-**

The Reverend Greg Roberts, The Vicarage, 208 Park Road, Peterborough. PE1 2UJ.

**E Mail :-**[TheRevdGregRoberts@Outlook.com](mailto:TheRevdGregRoberts@Outlook.com)

**Church Website:-** [www.allsaintspeterborough.org.uk](http://www.allsaintspeterborough.org.uk)

**PCC MEMBERS**

\* Indicates Standing Committee Member

Members who served during the year were as follows:-

Father G Roberts\* (Chairman, Ex Officio)

Mr C Richards\* (Churchwarden, Ex Officio) Mrs D Wellham\* (Churchwarden, Ex Officio)

Mr R Raven\* (Deanery Synod Representative, Ex Officio).

Mr R Taylor (Deanery Synod Representative, Ex Officio):-

Mr D Turnock (Deanery Synod Representative, Ex Officio):-

**Deanery Synod Representatives:-Elections rescheduled for APCM 2021 to serve a 2yr term only until 30/06/2023**

Mrs I Bird\* (Treasurer)

Mrs E Crowson\* (Secretary)

Mrs A Raven

Mrs R Adamson

Mr D Dickinson

Mr C Steward

Mr J Barber\*

Mrs S Jackson

Mrs L Steward

**Churchwarden Emeritus:-**

M Peters

**Honorary Recorder:-**

Mr C Richards

**Independent Examiner:-**

Mrs Sarah A Smith BSc (HONS) FCCA FCIE, Chartered Certified Accountant

TSA (Oakham) Ltd, 8 Main Street, Cold Overton, Oakham, LE15 7QA

**BANKERS:-**

National Westminster Bank	TSB
PO BOX 15	30-31 Long Causeway
Cathedral Square	Peterborough
Peterborough	PE1 1XP
PE1 1HW	

**AIMS AND ORGANISATION**

The PCC's functions include co-operation with the Incumbent in promoting in the Parish the whole Mission of the Church, pastoral, evangelistic, ecumenical - from the Synodical Government Measure, 1969.

The PCC also represents those who, although living outside the Parish, choose to be associated with the worship and witness of this Church.

The method of appointment of PCC members is set out in the Church Representation Rules. PCC are responsible for making decisions on all matters of general concern & importance to the Parish including deciding how the Funds of the Parish are to be spent. The PCC has six scheduled meetings. The Standing Committee meets if necessary & and has the power to transact the business of the Council between PCC Meetings. Given its wider responsibilities the PCC have formed & agreed a number of Sub Committees, each dealing with a particular aspect of Parish Life. All Sub Committees meet regularly throughout the year & report to the PCC at each Meeting.

**Electoral Roll:-** All Church members are encouraged to register on the Electoral Roll and stand for election to the PCC. The last Report given was at the Annual PCC Meeting on Sunday April 7<sup>th</sup> April 2019 where 106 were registered. There were no amendments as this was a New Electoral Roll. A Revision on the Electoral Roll Report will be given at the APCM.

**The Fabric of the Church:-** The 'Fabric' of the Church is defined as everything that lies within the boundary of the Church grounds, including the soil on which the Buildings stand'.

The Log Book & Inventory are available for inspection.

**Safeguarding:-** With reference to the Church Representation Rules, All Saints' Church can state that we are working very hard to operate a robust policy & therefore have due regard to the 'House of Bishop's Guidance on Safeguarding Children & Vulnerable Adults ( Section 5 of the Safeguarding &

Clergy Disciple Measure 2016). Our Church has appointed a Parish Safeguarding Officer & Deputy, appropriate DBS Checks are carried out & Records kept. Safeguarding Training for PCC & those with Leadership Roles are in hand & ongoing. The Safeguarding Policy is reviewed Annually. Safeguarding is on every scheduled PCC Meeting as an Agenda item. The Annual Safeguarding Audit noting the appropriate action plans has been entered into the new "Dashboard" system.

## **PCC SUMMARY OF 2019**

**The Standing Committee** met twice during 2019 to prepare for PCC Meetings & gave thought to the Leadership requirements needed in order to move the Church forward, reviewing the Strands of our Mission Action Plan, recognising that our Church needs to be actively working thus being engaged with Christian Life. Our Ministry to the Youth was discussed, about what we currently do & how we can effectively build on this. Also discussed were; General Data Protection Regulations, E-On Fixed Term Contract renewal & the Fabric of the Church needing attention/priorities.

**The Parochial Church Council (PCC):-** At each PCC Meeting, reports were received from Treasurer; Sub Committees, Safeguarding, Health & Safety Officer, Deanery & Diocesan Representatives. Previous Minutes' were approved, signed & displayed in Church. 2018 Annual Report & Accounts were also approved. Appointments of Lay Vice Chair, Treasurer, Secretary & Electoral Roll Officer were agreed along with Sub Committee Membership & 2020 PCC Meeting dates. During 2019 under the Agenda Item of:- 'Review & 'What we have been Thankful for?', PCC gave thought to the question- "what we had experienced in our Christian Life/Journey together, what we value & 'What Makes a Church Successful in the Eyes of God?'. PCC discussed how we are called to Service, what it means to come together to Worship, to lead Growth in Faith & Prayer, also how we teach & nurture new Believers. We looked at how our capacity as a Church can be increased & how to use the Gifts that God has given us. PCC recognised that alongside the many strengths, more involvement & integration is essential & it was agreed for this to be a priority. 'Welcome, Integration, Youth & Ministry' formed a large part of our discussions during 2019, & PCC recognised the need for developing Lay & Pastoral Ministry Teams. Responses to our Youth Questionnaire continue to be analysed. Showing our desire to look outward to the wider community, continuing our involvement in the 'Light Project's Night Shelter Project for the fifth year was unanimously agreed. This is where All Saints' open their doors on Friday evenings, offering up to 8 homeless guests a wholesome cooked meal, company, Bed/ Breakfast & Packed Lunch during the Winter months. Involvement in this Project has shown great teamwork & generosity in helping others less fortunate than ourselves & is a 'Living Sign' of our 'Outward Mission'.

It was encouraging that during 2019 many targets set in MAP had been achieved but the continuing need for 'rounded growth' was also recognised. The Revised Draft of our Mission Action Plan was approved & circulated to the Congregation in December 2019 accompanied by a glass of sherry! Re 'Outward Giving' donations were sent to:- Family Voices (a local Charity), The Christian Mission Society & Christian Aid. Other Agenda items discussed included:- a) the necessity for DBS Checks & Safeguarding training for PCC & all who take on a Leadership Role, b) Roles of Responsibility, 3) Job Guidelines for Roles within the Church, 4) the approval of a Photoboard in the Foyer displaying photos of PCC & Key Role Holders thus allowing easier identification for our members & visitors. Donations were requested towards specific items- unforeseen essential repairs to Lady Chapel Wall; Albs, Sound System, Hymn Books. Generous donations continue to be received for which we are extremely grateful. The 2019 Parish Share was also paid in full despite Planned Giving falling below target.

Last but certainly not least, thanks were given for our Curate's Ministry in All Saints' Church & Parish. We had journeyed with Father Jun Kim from his arrival from South Korea through to him becoming

Deacon & Curate. His Ministry is a true vocation. Father Jun's last Service was on 10/02/2019, it was profound & meaningful, as was his Induction & Collation Service as Rector of St Peter & St Paul's Church, Great Abington, Northants. We wish Jun, Simona & son Emmanuel well as they continue on their 'Christian Journey', our loss is Great Abington's gain.

In the following Reports more detailed information about what has been happening during the Church Year is given. Father Greg will present his 2019 Report at APCM & those who have written the enclosed Reports will be present, giving the opportunity for Electoral Roll Members to ask questions & clarify. During 2019 PCC feel the Church has move forward & we have plenty to celebrate with an approx. average 100 attending across the age range on Sundays, approx 25% of these being our young members. We have a vibrant Junior Church, Choir & a wonderful recently renovated Church Organ. Let us be thankful for the strong foundations that we have & to build on them, as previous generations have done. We are Blessed with the Worship, Fellowship & Discipleship we share. We rejoice & give thanks in the strong leadership & direction which Father Greg gives us.

**A FINAL THANK YOU** .... To the many volunteers who, throughout the year, give their time freely helping to keep our Church & Hall buildings and organisation running. Thank you also to all who provide inspiration, who donate so generously, share their skills & knowledge in supporting our Parish – too many to name individually.

**All** of us '**Are the Church**' & as a 'Team' we can as a Church achieve so much, so let us be ready to open our hearts & minds to the challenges before us & continue to discern where God is calling us to be.

**Emily Crowson (PCC Secretary)**

## **Churchwardens Report 2019**

Chris & I were once again privileged to be elected as your Churchwardens. We were both able to attend the Archdeacons Visitation at Peterborough Cathedral in July where we were officially admitted as Churchwardens for All Saints' Church.

We are fortunate to have a Building Committee to look at what needs doing to keep our fabulous church structurally sound and weather tight! David will report about the various projects and tasks that have been undertaken this year and are planned for next. But what of those that the building serves?

We all know, just by looking around at the Sunday Service, the average age of the congregation has been gradually coming down. In fact, we have quite a lot of young families and almost a quarter of the congregation at the 10am Eucharist are children. But we need to look at how we can encourage these younger members to get involved with the running of All Saints'.

We have, as you well know, a faithful and hardworking band of people who have worked, in some cases for many years, to ensure the smooth running of All Saints' but, speaking as one of those... let us say 'not so young as they were' members, we would welcome fresh blood! Please think about ways that you can support and serve YOUR church and speak to Chris, Greg or myself.

Finally, on behalf of Chris and myself, I want to a massive THANK YOU to all who have contributed to the Church services as well as the regular tasks of church cleaning, moving of dustbins, flower arranging, all involved with providing refreshments and other catering, the organisation of the various rotas, the careful looking after of our finances, gift aid envelopes and stewardship details, general paperwork, maintenance and for all those other tasks that seem to get done by the 'fairies'. Chris and I have great hopes for the church of tomorrow. Thank you all for your efforts and support over the past year, the current year and those to come.

**Deirdre Wellham & Chris Richards Churchwardens 2019**

# All Saints Church Building Fabric Committee 2019 Annual Report

Project Title: **All Saints Church Building Fabric Committee Report: Annual Progress Report** Project No.

Date of Issue: 13 March 2020

This Committee is monitoring and acting on the following current issues with respect to the Church building fabric:

- a) Roof Replacement Project- the defects have now been remedied by our Contractor CEL and we will pay the balance of monies owed to them when we receive our Architect's Final Certificate.
- b) Repairs to Lady Chapel wall- these repair works were carried out in Autumn 2019 under the scope of the Building Contract that we already had with CEL. Our Architect advised that the likely cause of the damage was shrinking ground below the wall during the very dry summer of 2018. We will monitor whether any further cracks appear during Summer 2020. It was likely that the trees along our frontage to Park Road were taking moisture from the subsoil during the very dry period; these trees need some pruning as part of our management of the church grounds and a reduction in the canopy size of the trees should reduce their need for water in the ground.
- c) Boiler servicing and heating/hot water- Alistair Macdonald has kindly organised this work and the system has been rebalanced in order to improve the flow of hot water particularly to the kitchen.
- d) Replacement Kitchen Project- this was installed by Premier Kitchens and this company is no longer trading. The PCC has agreed that the defects that were not properly resolved by Premier Kitchens will be dealt with using the remaining monies that were not paid to Premier at the time because of these problems.
- e) Church Fence: the old fence along the boundary with the adjacent house in All Saints Road was replaced in November 2019; the cost of this was covered by a generous donation from Brenda and Matt Mace. The existing concrete posts were in good order so only the rotted timber panels needed replacing. We would hope that the new fence should last for 15-20 years.
- f) Damage to car park wall: 1 of the users of our car park during the week accidentally drove into the wall and dislodged the blocks. This needs rebuilding and Gordon Webster in our congregation has quoted to carry out his work which should be done during March/April 2020. The cost for this will be met by the person who damaged the wall.
- g) Calvary: the stonework around the basis of the Calvary/Memorial within the church grounds has been eroding for several years. A recent repair was attempted but is not to an acceptable quality in order to have a long life. We have therefore requested a quotation for a professional repair from a previous member of our congregation and this has been offered to us at a very generous discount. We need to get Permission for this work both from the Diocese and Peterborough City Council as the Calvary is a Listed structure; the Applications for this work are being submitted in the near future in order to allow the work to take place during the dryer summer weather.
- h) Photoboard for Church Officials, PCC members and all Group Leaders: we will shortly be erecting this in the foyer so all church members understand roles/responsibilities within our Church.

**David Turnock, Chair of Building & Fabric Committee**

## Health & Safety Report Annual 2019

Health and Safety legislation applies to Church buildings, as it does to any other public building; and PCC members are responsible for compliance with this.

Health and Safety is sometimes seen as ticking boxes or as unnecessarily preventing people from doing things. Neither of these should apply – this is a stewardship responsibility that we take seriously. Church members, visitors, hirers of the hall, employees and volunteers all need to be kept safe, whilst the Church carries out its worship, mission and ministry.

H & S posters and copies of our policy are displayed in the vestry, the foyer, at the back of the church, in the hall and at the top of the stairs next to the upper room. A copy of our policy is also given to all hall hirers.

During the year risk assessments were provided for the Choir Club football at the park and for in the Hall whilst the night shelter was in operation.

The following items have all been repaired during the year:

- The stair carpet leading to the upper room.
- The inset mat at the entrance to the foyer.
- The door closer on the foyer inner double door.
- Areas of parquet flooring in the church

The Crib Service on December 24<sup>th</sup> passed without incident due to the careful management of lit candles.

We have been unable to alter the screens in the hall due to their size and weight (they would be unstable with castors on them). So, in order for the Night Shelter to section off sleeping areas, a few of the screens have been moved to the Junior church area by the doors to the foyer. This is not ideal and an alternative may need to be found in the future. We may also need, cost implication allowing, to consider another way of closing off the area where the tables and chairs are stored.

The annual check of the fire extinguishers and electrical equipment have not yet been done due to the Covid19 lockdown but hopefully these will be done soon.

In the vestry, the Accident file is stored in the filing cabinet and, on the notice board, are the valid Fire Marshall and First Aider certificates. The First Aid cabinet in the kitchen is regularly checked and restocked. First Aid forms are kept in the cabinet and, any completed ones, are given to a Churchwarden to file them away in the vestry. The Church has been closed due to the coronavirus since mid-March 2020.

**David J Dickinson. Health & Safety Officer**

## Safeguarding Annual Report 2019

- 1) No issues logged in safeguarding log for period Jan 2019 -DEC 2019
- 2) Model of Diocesan' Safeguarding Children & Vulnerable Adults Policy & Procedure' approved by PCC in 2019, to be reviewed annually + Code of Safer Working Practice. Displayed on Website + this Policy & Code of Safer Working Practice displayed in Church & Hall –
- 3) DBS checks Junior church leader all up to date. One will need completing July as it was last done in 2015.
- 4) DBS check – Choir helpers – All DBS up to date.
- 5) DBS check – PCC – All up to date
- 6) Photo consent up to date with earliest forms need re-checking in MAY 2020.

- 7) C0 and C1 training continues for junior church leaders/helpers, PCC, church wardens, choir helpers and leader and any other member of congregation with a leadership role. – Very challenging getting the importance of the training across but constant emails and talking to people will hopefully encourage more to complete.

Seven people on either PCC/Churchwarden not completed one or other and one person not done anything to date.

Junior church – two need to complete C1, however five have not completed anything.

- 8) Role out of C2 training – face to face delivery by Bev Huff at All Saints to happen in 2020.
- 9) No further Volunteer agreement returned for junior church roles. I have only received three back. ACTION: Any new person joining the rota for helping (junior church or junior choir club) must complete this first along with their DBS application and provide copies of completed certificates for C0 and C1 training.
- 10). Parish Safeguarding Audit was completed in May 2019. Diocese was hoping for a better return on numbers than in 2018 and we will be completing in 2020.

**S Gyselings (Parish Safeguarding Officer).**

## **All Saints' Church Annual Planned Giving Report- 2019**

The Stewardship Committee's purpose is to develop initiatives to meet the financial needs and visions of our Church, to encourage Christian Giving and raise awareness of Stewardship needs, so its full financial potential is realised. Six meetings were held during 2019, minutes of which were approved and circulated to the Committee and PCC Members. The 2019 Annual Campaign was planned, presented and outcome analysed as to its effectiveness, the main focus being encouragement to join the 'Planned Giving Scheme' and to increase 'Christian Giving'. The Committee also received the Financial and Covenant Reports enabling the Committee to monitor and analyse our Planned Giving Income and to predict yearly forecasts and budgets. The Stewardship Committee gives sincere thanks to all who give to All Saints' Church.

The Annual Stewardship Campaign was held in January 2019 with Paul Adams, Diocesan Stewardship Officer being invited to give a Presentation to the Congregation on 'Christian Tithing', its importance, how we must be encouraged to move to the next step in our Christian journey and to aspire to 'Sacrificial Giving', generosity being part of our Christian Faith. Informative pamphlets showing Income/Expenditure and including Testimonies of why we as Christians choose to 'Tithe' and why making this step is so important were distributed. Copies of sermons given on the subject of Stewardship were also made available throughout the year. As Chair of the committee I'd like to express my thanks to committee members for their work, and particularly to Emily Crowson as secretary of the committee.

Our income from regular giving for the full Planned Giving year from April 2019 to April 2020 was approximately £42,500 compared to the forecast made at the start of the year of £45,500. The yearly income of £42,500 represents a fall compared to the previous year, due mainly to a reduction in the number of givers. The total of Gift Aid on Planned Giving donations reclaimed from HMRC for the year was approximately £12,600. In addition HMRC allowed a backdated claim of Gift Aid on a percentage of 'Cash on Plate' donations since April 2017, giving the Church an additional £2,100 up to April 2020. Thus in total our income from regular donations (Planned Giving + Gift Aid + Plate) was around £57,200. However, despite this extra income, our Planned Giving fell significantly short of the

£65,000.00 target set for our 2019 Campaign. Although All Saints' was able to pay the 2019 Parish Share in full, part of this payment came from other Church funds thus lowering our Church's Reserves and impinging on our Mission Action Plan's hopes. Another important area of concern in 2019 was the significant fall in the number of Planned Givers which fell from 73 in April 2019 down to 63 in April 2020, this being due to demise, leavers and arrears together with only one member joining.

The Committee acknowledged their disappointment that the 2019 Campaign did not go further to achieving the target and realised that further growth was essential and different approaches required, in order to grow our Planned Giving Income. We recognised that guidance was needed about how to approach and encourage prospective givers. Two Committee members attended a Deanery Synod Presentation which included an informative talk by Paul Adams on the '6 Steps of Christian Giving', Parish Share and the Diocesan Giving Scheme.

Therefore our hope is for us all to think and pray about our commitment to give regularly and generously through our Planned Giving Scheme, expressing our love and gratitude to God in order for All Saints' to continue to be a 'Living' Church enabled for Ministry, Mission and Growth. We do thank you for your generosity that you give in so many ways which is truly appreciated. While this report looks back over 2019, we know already that 2020 has brought fresh challenges because of the loss of Hall and events income due to Covid-19. So we do ask once again, let us all please prayerfully consider what we give to God and ask ourselves, is it our best?

**Rob Taylor (Chair of Stewardship Committee)**

## **All Saints' Church: Choir and Music Report- 2019**

Chorister numbers remain strong and at Friday choir club and practice we have up to 20 young choristers attending, though not all sing at Sunday services yet. Ella has returned to choir and we have also welcomed Hannah, Daria, Charlotte, Kitty and Lyra – who is our youngest recruit. We said goodbye to Sophia last year and Oliver will be joining the back row after Easter.

Most choristers are singing regularly at our services and although there are one or two lapses of concentration with the very young members, their overall hard work is, I believe, making a difference and they once again performed very well at our Advent and Christmas Carol Services. Considering the relatively young age profile of our choir children, they continue to develop both in confidence and ability as they get to grips with what can be at times difficult repertoire. I am particularly grateful to our older choristers for their continued leadership and support.

Our vocal coach, Jane Emmanuel, continues to work with the choristers ensuring we provide proper vocal care and development, and we will also further develop the RSCM 'Voice for Life' programme. Molly gained her Light Blue award last year.

I am particularly pleased to welcome Alison Taylor, Lesley Steward, Kevin Saunders and David Dickinson to the adult section of the choir, and our thanks must go to the whole adult section of the choir for their continued commitment and devotion to our choir along with their support and guidance to our young choristers and to me too.

We must also acknowledge the time and effort given by the parents who run the weekly Choir Club. It is a big commitment for them, but the benefit to the cohesion of the choir of this fun social aspect of the choir should not in any way be underestimated.

No report would be complete without reference to THE ORGAN! IT is now finished and hopefully all teething issues sorted. Tuning issues remain due to heat and low relative humidity in church but overall, I think the sound of the instrument has been improved.

**Stephen Hession**

**Organist & Choir Director, March 2020**

## **Choir Trebles Club Report- 2019**

After another busy Christmas at the end of 2018 the choir returned in the New Year totalling sixteen choristers, made up of ten boys and six girls, all of who attend both Choir Club on Friday and the Sunday Service regularly.

During the year, the normal routine on a weekly basis during term time for the choristers, is they attend Choir Club on Friday 5:15pm – 6:00pm. The choristers enjoy mainly playing football and dodge ball, with some also bringing along their collectable cards to share with each other. At 6:00pm the choristers then practice for an hour with Stephen Hession, also joined by the men from the choir at 6:30pm. Jane Emmanuel has also been bought in on some Friday evenings to give the children singing lessons on a one to one basis.

After the Easter Services were completed, the choristers received an Easter Egg each in appreciation of their hard work.

As the weather got warmer, on some Fridays the choristers enjoyed visiting Central Park for Choir Club, either playing football or playing on the various climbing frames and swings in the play area. We were able to visit Central Park due to the kind assistance of various parents helping to keep an eye on the children. On returning to the church they all enjoyed an ice-cream on the warmer days before practice which was very popular.

At the end of the summer term a party was put on for the choristers consisting of a buffet and party games to celebrate their hard work leading up to the end of the summer term. During the summer holidays, when some of the choristers were not on their summer holidays, some of them still sang in the choir.

During this year, a large proportion of the younger members of the choir received their surplices, after successfully completing their probation period in the choir.

During this year both Sophia and Jessica left the choir. Following a successful voice trial, Jessica followed in the steps of other All Saints' Choristers to join Peterborough Cathedral Choir. Both Sophia's and Jessica's service and commitment over the years was very much appreciated. We are pleased that Jessica still remains involved with the church attending Sunday services, and choir club with her younger brother who has recently joined the choir.

The choir have continued to contribute to the Sunday Eucharist services with duties outside of the choir, including being part of the Altar Party and doing readings during the service.

At the end of the Christmas Term, the choir were treated to a Christmas Party, again to thank them for their hard work. The party consisted of a Christmas Buffet followed by some popular party games.

During 2019 the total number in choir grew by six. The new members consisted of one boy and five girls. The total number of choristers at the end of 2019 stood at twenty that regularly either take part in practice on a Friday or sing at Sunday Eucharist. We also have one young girl that attends choir club,

who will hopefully join the choir as a singing participant once she is old enough, bringing regular attendance at choir club to twenty one children.

Looking forward to the year ahead, we are planning to draw up a rota to spread the workload of assisting the choristers. This will hopefully in turn allow us to increase the activities both inside and outside of church, socially and chorally.

As can be seen the choir has enjoyed a range of activities and events throughout the year thanks to the input from the many parties involved, which the choristers appear to have enjoyed. Again, this seems to be reflected by the retention of the choristers involved, in addition to the new choristers joining their friends. It has also been lovely to see the children develop together both chorally and socially over the last year.

With the continued support for which we are thankful, and the new support we hope to attract over the next year, we hope that the choir will continue to flourish in the same manner it has over the previous year.

**J Barber (Choir Parent)**

## **Junior Church Annual Report for 2019**

Junior Church continues to have around 35 children on its register, with between 5 to 15 children attending each week. Several new families have started attending All Saints Church this year and their children are regularly attending Junior Church.

The children continue to explore their relationship with God through the Sermons4kids online line resource which focuses on Christian related topics throughout the Church calendar. This is achieved through storytelling, play and craft activities. The children take it in turns to read out the "Prayer of the Week" and we continue to collect for the Children's Society. The children enjoy showing off their work to the congregation and putting it on display.

The children have also been playing an active part in church services for special events including Mother's Day, Pentecost and Harvest Festival, taking on roles as Welcomers, Readers, Intercession Readers, Ushers, and taking the offertory and collections. It has been good to see so many of the children enjoying taking an active role in these services.

We continue to maintain our relationship with the children of Dae-Hak-Church in Korea, exchanging handmade Christmas and Easter cards. The cards and photos are displayed for all the congregation to see when received.

The children and Junior Church leaders/ helpers have been actively helping at church fund raising events running the chocolate tombola which continues to prove successful.

During Advent the children enthusiastically made decorations for their entry for the Christmas Tree Festival which this year was based on recycled angels, where we tried to use as much recycled products as possible in the children's creations.

The session leadership changes introduced in Autumn 2018 continues to work well with a single group (with age tailored activities) run by one leader and a designated helper.

**Brenda Mace and Siobhan Stringwell. Junior Church Coordinators**

## **Events and Hall Committee Report 2019**

During 2019 the Events and Hall Committee met several times to discuss and arrange fund raising events to support the finances of the Parochial Church Council. The Committee also oversees the running of the Church Hall and Car Park lettings.

Events included:

70's and 80's Party Night  
Plant Sale and Spring Fayre  
Cream Tea  
Jumble Sales  
Vicarage BBQ  
Heritage Open Day  
Harvest Lunch  
Bring and Share All Saints' Day  
Winter Fayre  
Tree Festival  
Festive Fellowship

Particular highlights of the year were the 223 children from local schools who entered the Tree Festival colouring competition and the impromptu singing performance by some of the Singchronicity group. It was particularly pleasing to see new people attending church facilities during some of these events.

The Church Hall plays an integral role of church, mission and local community, producing further income to the Parochial Church Council. My thanks go to the retiring Hall Bookings Secretary, Mr Chris Richards, for all his dedication and hard work and to the new Hall Bookings Secretary, Lesley Steward.

The Church Hall was used again for the Peterborough Night Shelter during the winter period to assist rough sleepers, thus enabling engagement ecumenically with other churches locally and the wider community.

The Church Hall was used on several occasions for Elections during the year.

The Committee is based on consensus and has up to 18 members who play an active role giving their time and sharing skills.

I take this opportunity to thank all Committee members for all their hard work and efforts and also to the congregation for their support during the year.

**Robert Raven Chair of Events and Hall Committee**

### **All Saints' Fellowship 2019 Report.**

This is our report of 2019. We started our year with our annual lunch at the Parcs Restaurant. During the year John Asplin displayed his postcards of 1900s, Doreen Stevenson talked about William Wordsworth, Peter Larke told us his Norfolk Tales, Sister Katherine told us about her visit to Jordan, and Barbara Blackwell brought her postcards connected to tea, calling the talk 'Pot Luck' as it was a secret talk.

We had our strawberry afternoon at Shirley Laws, Evensong with a Bring and Share Supper, Tea in the Park and Fish and Chips for our Harvest Supper.

We decorated a tree at the Christmas Festival and manned the Tombola stalls at the Church Fayres. We finished 2019 with a carol service officiated by Father Greg and Phil Dawson played the organ for us.

The one meeting a month seems to be working for us we would of course like more members. Anybody can come to our meetings and appreciate the visitors who do attend. We meet on the 1<sup>st</sup> of Tuesday of the month at 7.15pm and serve tea, coffee and biscuits at the end. We are a friendly group and do come to visit us no obligation if you see one of our meetings which will interest you.

### **FELLOWSHIP PRAYER**

Oh Lord, We ask you to bless our Fellowship And the homes and families of all our members. Grant that through its influence in this Parish We may all come to a deeper knowledge And love of Jesus Christ, our Lord. And be inspired and strengthened in witnessing to the Christian Faith by Worship, service and friendship. Amen

**Enid Asplin Secretary.**

## **Synods Report to Annual Parochial Church Meeting 2020**

### **Deanery Synod**

Synod met three times during the year following our last APCM in April 2019. Dates, venues and main agenda items were:

- 19 June 2019 – Newborough Primary School
  - Talk by Bishop Donald entitled 'Healthy Church'
- 17 October 2019 – Peakirk-cum-Glinton School
  - Presentation on Church Growth by Revd Charlie Nobbs (Director of Mission & Development)
- 11 Feb 2020 – St John's, Werrington
  - Session on Homelessness with speakers Christine Graham (Chair of the Safer off the Streets Partnership), James Hayes (Light Project) and Revd Michael Moore (St Mary's experience as a night shelter)

Canon Ian Black has stepped down as Rural Dean after serving for 5 years. Revd Michael Moore is the new rural dean effective from March 2020.

There was an Ascension Day service for the Deanery on Thursday 30 May 2019, held at St Paul's, New England as they celebrated their 150th anniversary.

The Deanery Synod circulates news, training material and notices of events. However, regrettably most training and events from March 2020 have had to be cancelled due to the Covid-19 pandemic. News and events are announced on the Diocesan 'Cross Keys Magazine' web pages (<https://crosskeysmag.org.uk/>).

All Saints' has three lay representatives on Deanery Synod: Robert Taylor, Robert Raven and David Turnock. For more information on any of the above, please contact one of the representatives. A change to the rules of serving on Deanery Synod, to limit the number of terms which a representative can serve to two, has been made (subject to consultation). As the rules now stand, the representatives named would have to stand down after 2026, although the Annual Parochial Church Meeting could vote to override the limit.

## **Diocesan Synod**

Diocesan Synod was due to meet twice during the year following our APCM in April 2019 – the planned dates were 5 October 2019 and 21 March 2020. However the Synod of 21 March 2020 had to be cancelled due to the Covid-19 pandemic.

At the October Synod, the main topic was the receipt of the Accounts and Financial Report for 2018 and approval of the Diocesan Budget for 2020. There was also a report from General Synod entitled 'Setting God's People Free'. The main points raised concerning finance were:

- Bishop Donald spoke about the risk of reducing clergy numbers. The Diocesan finances are challenged. Parishes not paying 100% of their Parish Share are putting a strain on Diocesan finances which were reported to be £1m in deficit. 2022 will be a critical year if the gap is not filled. Nationally the average giving to church is 3.1% of income, but it needs to be 4.1% to break even. The Church of England guideline is to give 5% of income to the Church.
- Parish Giving Scheme – parishes were encouraged to join. (Note: All Saints' does not currently belong to this scheme.) By 2020 the scheme will decide whether to finish with standing orders, payments to be by direct debit instead. Under the scheme, givers have the opportunity to sign up to increase giving annually by ticking a box on the form.
- The budget increase for next year is 2% so parish shares will increase in line with this.

The next scheduled Diocesan Synod meeting will take place online on 12 September 2020.

For more information about Diocesan Synod, please contact Robert Taylor.

**Robert Taylor**

## **1<sup>st</sup> Peterborough (All Saints) Brownies Annual Report 2019- Affiliated Group**



### **Report of Activities and Achievements 2019**

The All Saints Brownie unit was formed on 5<sup>th</sup> February 1953 and celebrated its 65<sup>th</sup> Anniversary in 2018 and in recognition of this, a badge was designed by the Brownies themselves. This coincided with the introduction of a new programme format produced by Girl Guiding UK which we implemented at the start of 2019.

The programme has six themes; 'Know Myself', 'Express Myself', 'Be Well', 'Have Adventures', 'Take Action' and 'Skills for my Future'. These form the foundation of our weekly meetings as well as our

outdoor activities. They encourage the Brownies to understand Girlguiding and the world around them, to explore new things and places, to stay healthy, explore the great outdoors, to be kind and helpful to others and care about the world we live in and to learn new skills and to teach others.

The Brownies can also work towards earning specific interest badges individually, these, together with Skills badges and the Unit meeting activities earn them the 'Theme Award' badges. Examples of the interest and skills badges earned during 2019 are 'Performer', 'Cook', 'Animal Lover', 'Dancing' and 'Camp Skills'.

Of the various activities covered in the year, some have been food related such as Pizza and cookie making, Decorating Cakes and Biscuits and understanding food. Then there were the outdoor activities such as Archery, Fire Lighting, Knots, tent pitching and Kayaking. Various craft activities such as making decorations for the Christmas tree festival. The girls also sang carols and Guiding songs to the residents at Park House and also presented them with gifts and cards that they had made. They also took part in fundraising tasks as part of the Charity badge, and also learnt how to keep healthy and safe. But it's not all work as the weekly meetings include lots of fun and games and there is also the visits we do to the Bowling Alley, Activity World and Tallington Lakes. We also participated in a District craft evening and a Division sports day where the girls were able to mix with Rainbows, Brownies and Guides from other Units.

Gill Clements

Brownie Leader

## All Saints' Church of England Primary School AGM Report 2019-2020

### The Context of the School

All Saints' Church of England Primary School serves children from 4-11 years of age. There are:

- 417 on roll
- 12.95% of pupils eligible to receive free school meals
- 79.3% has English as an additional language (January 2020 )
- 96% Attendance (2018-2019)
- 96% Current Attendance
- 14 children with EHCP
- 11.2% children with Special Educational Needs
- 30 different first languages spoken by our children.
- Pupil mobility remains low.
- The vast majority entering the school are from a Muslim background.



The school was last inspected by **Ofsted in March 2019**, as a short inspection and 'has maintained the good quality of education in the school since the previous inspection. '

The **behaviour and safety of pupils and SMSC were deemed 'outstanding'**. The quality of teaching, Leadership and Management, achievement of the pupils and capacity were all judged to be 'good'. It

was recognised by Ofsted that the school provides: **“Excellent provision for the pupils, spiritual, moral, social and cultural development is successfully ensuring that pupil’s behaviour and safety are outstanding.”**

## **The Vision of the School**

All Saints’ ethos recognises that everyone is important, valued and special. We have high aspirations so that all can flourish, and want everyone in our community to: love life, love learning and love each other.

Everything we do is underpinned by John 13:34.

**“A new command I give you: Love one another. As I have loved you, so you must love one another. John 13:34**

**Loving to learn; learning to love** underpins everything we do!

## **Governance of the School and links with the Parish Church**

The foundation governors continue to provide excellent support in ensuring that we promote a distinctive Christian vision for the school. They attend governor meetings and help to develop a strategic vision for the school. They support the school’s improvement process and provide challenge in a supportive manner.

<b>Name</b>	<b>Role and responsibilities</b>	<b>End of Term of office</b>
Mr. S. Adamson	Chair of Governors	25/01/2022
Mrs. Sarah Goode	Foundation governor	27/01/2024
Mr. James Stewart	Foundation Governor	03/10/2021
Father Greg Roberts	Foundation Governor	Ex-Officio
Mr. D. Dickinson	Foundation Governor	03/10/2021
Mr. G. Burton	Foundation Governor	13/01/2022

In the last 12 months, the children of All Saints’ have taken part in a variety of church based activities such as: Harvest, Christmas and Easter. In addition, All Saints’ children visited the parish church as part of their studies on special places of worship.

Father Greg has fulfilled his duties as a governor with responsibility for Collective Worship and RE by monitoring the quality of teaching of RE and observing worship being led by senior leaders. Father Greg has also been involved in leading addresses in our Christmas, Harvest and Easter services. He has attended a RE lesson and responded to questions on faith, creation, evolution and science with our older KS2 children.

## KEY DATES OF THE YEAR

Another regular feature of our liturgical year is Unity Day in **June** where we invited many visitors of different faiths to talk to the children about how we can work together to create a fairer and united world that helps those in need.

In **September 2019** representatives from the governing body, along with senior leaders and children, attend the annual Schools' thanksgiving service at Peterborough Cathedral.

All Saints' Day is celebrated every **November** with the children in each year group creatively exploring saints of old and modern day saints. The children enjoy finding out information about different saints and reflecting on the values of being a saint and whether we can all walk in their footsteps.

In **December 2019** we introduced a **RE discovery day** and invited parents into see RE in action and the Christmas stations that KS1 explore during the lead up to Christmas. The parents were overwhelmingly positive about how children are learning about Christianity and other world faiths.

## SCHOOL CHAPLAIN

Rev. Michael Matthews is an integral member of the school and in the last 12 months has been involved in a variety of events.

- Leading whole school worships regularly on a Monday afternoon
- Delivering a Christingle service for young children
- Delivering KS1 bible club on a Monday lunchtime for ks1 children
- Introducing and promoting Worship Ambassadors who meet with him on a weekly basis
- Attending New SIAMS schedule training
- Supporting Christianity units being taught in RE
- Delivering a "Preparation club" for children wanting to be involved in the "Breaking of Bread" at their own churches for 4 children
- Being accessible to all families by being on the school gate on Monday afternoon
- Contributing to church services at All Saints' Church on a Sunday morning
- Attending staff meetings focusing on revisiting our school values
- Developing prayer across the school for children and staff and establishing a parent prayer group

## STAFF DEVELOPMENT

- Staff training has been delivered to all staff looking at the new agreed RE syllabus.
- Staff also looked at the school values and our mission statement and discussed the biblical basis for our motto 'Loving to learn, learning to love'.
- As part of the staff training, we looked at the common values documents from the Church of England, and could articulate where these core values could be clearly evidenced within our school.

Finally, I wish to record my thanks to all the staff, governors, parents and children for all their hard work and efforts in the last year. Our school mission statement continues to be visionary to the school development and one that encapsulates our ethos and Christian values.

**Rachael Hutchinson March 2020**

## 2019 APCM Minutes:-

### ALL SAINTS' CHURCH, PARK ROAD, PETERBOROUGH

#### THE MINUTES' OF THE ANNUAL MEETING OF PARISHIONERS & ANNUAL PAROCHIAL CHURCH MEETING HELD ON SUNDAY APRIL 7th 2019 at 6.30pm IN THE CHURCH HALL.

Present = 32

**APOLOGIES:-** M & T Giblenn (written apology read out), L Nightingale, A Raven

**WELCOME/OPENING PRAYER:-** Father Greg Roberts - We follow the 'Church Representation Rules' format.

#### ANNUAL MEETING OF PARISHIONERS:-

##### **1. ELECTION OF CHURCH WARDENS- (Any person present living in Parish is eligible to vote).**

Nominations Forms received for Mrs Deirdre Wellham, (proposed by Mrs J Willbye/seconded by Mrs I Bird) and Mr Christopher Richards, (proposed by Mr J Asplin/seconded by Mr Langford Smith). No other nominations received. Mrs Deirdre Wellham and Mr Christopher Richards were duly elected unanimously as Churchwardens. FG thanked D Wellham & C Richards for all their hard work, for the multiple Roles which they carry. Thanks & applause given.

**Meeting Closed.**

#### ANNUAL PAROCHIAL CHURCH MEETING-(Any person present on All Saints Church's Electoral Roll is eligible to vote).

- 1. ELECTION OF CHURCH PAROCHIAL CHURCH COUNCIL REPRESENTATIVES:-** 3 PCC vacancies. Nomination forms received:- Mr David Dickinson, (proposed by Mrs D Wellham/seconded by Mrs C Anson), Mrs A Raven, (proposed by Mrs G A Neal/seconded by Mrs M Chapman) & Mrs R Adamson (proposed by Mrs S Strand & seconded by Mr C Steward). PCC Nominations agreed unanimously by attendees eligible to vote, duly elected for a 3 year term. Co-option can occur later. FG:- PCC are happy to serve & as Trustees are responsible for the life of the Church & to work with the Incumbent.
- 2. WELCOME TEAM MEMBERS & DEPUTY CHURCHWARDENS :-** PCC Secretary read out 'Welcomers' who are happy to serve in this Role at 8.00am & 10am Sunday Services (list attached). FG explained importance of 'Welcomers Role'. Those present at meeting & eligible to vote agreed- 'Welcomers' duly elected, list to be displayed in Church/Foyer. FG- all Welcomers are Deputies but we also appoint Deputy Churchwardens, following names read out:- Mr C Steward, Mr D Turnock, Mr A MacDonald, Mrs A Raven & Mrs S Strand. All present who were eligible to vote agreed that those named be appointed as Deputy Churchwardens for this Church Year. FG felt encouraged with this strong team, welcoming & overseeing. APCM approved appointment of Mr M Peters as Churchwarden Emeritus in recognition of his Long Service at All Saints' commencing during Coronation year, 1953. Appreciative thanks & applause given.
- 3. ELECTION OF INDEPENDENT EXAMINER/ AUDITOR :-** Mrs Sarah Smith, Examiner for 2018 Accounts has 25 yrs experience in Accountancy, has dealt with other Churches Accounts & is also a Church Treasurer. Those eligible to vote, agreed to appoint Mrs Sarah A Smith BSc (HONS) FCCA FCIE, Chartered Certified Accountant to be the Independent Examiner for 2019 Accounts.
- 4. PRESENTATION OF ELECTORAL ROLL:-** S Adamson, Electoral Roll Officer presented details of the new Electoral Roll. Number on Electoral Roll = 106. Copy of new Electoral Roll handed to PCC Secretary for filing. SA to display Certificate/ Revised Roll on PCC Noticeboard. SA to send paperwork to Diocese.

**5. PRESENTATION OF ANNUAL REPORTS & ACCOUNTS :-FG-** 2018 Annual Reports & 2018 Accounts give an overview & point towards the future. Thanks given to PCC Secretary & Report writers.

**Vicar's Report:-**Father Greg gave his 2018 Report- Overview & pointers towards future. Thoughts about trees, bushes, pruning of Vicarage rose trees. Recent Gospel Readings re Fig Trees, some bear fruit & others in danger of being cut down. Some trees grow on own at mercy of the wind, in exposed places trees are vulnerable, some end up twisted, distorted & stunted. Too reach full potential, trees need to grow together, not on own, not to stifle but to protect & grow. Christians need each other, our Church & Human family. There's always a possibility of helping, healing, hurting & hindering but learn to forgive & share. In Scripture, 'God has chosen you', & has made us his Holy people, we should clothe ourselves with humility, mercy, kindness & patience. If someone wrongs you, forgive that person because the Lord has forgiven us. Even more, clothe yourself in Love as this is what holds us together in perfect unity. Always be thankful, we are called together in one Body, to have peace & let the peace that Christ gives us, control our thinking. Use all wisdom to teach & instruct each other & sing with thankfulness in our hearts to God. Everything you do or say should be done to obey Jesus & in all you do, give thanks to God through Jesus. Examples given of the 'bearing of fruit' are our overflowing Choir stalls, young is at heart of the enriching worship; Planned Giving bearing fruit & a growth in those agreeing to take on Roles & Responsibilities. Also Pastoral Care, & acts of quiet kindness. Much fruit born in terms of relationships with Night Shelter:- Guests, volunteers, relationships between Churches & within City. Abundant signs of God's activity, eating with guests of many nationalities together, different types, life stories, ages, enjoying Fellowship, a real Eucharist. MAP- many 1<sup>st</sup> year targets have been achieved- Walsingham trip, Instructive Eucharist, Quiet Space (much needed in our busy lives) & All Souls, continued support for the grieving. We opened the Church for Heritage weekend, for School visits, the Royal Naval Association Service & the Harvest Lunch attendance increased in numbers. Korea Link:- Agnes visited us again in December, more Korean visitors will be welcomed & hosted in June. A privilege for us to have a Curate, once in a generation, to journey with Father Jun, to see him develop, to grow into Priesthood & now into 'Responsibility', the latter which Father Jun says is very different! Confirmation & Admission to Holy Communion show 'growing Disciples'. Thank you to all who have offered & agreed to Serve. More names are now on the list of Roles & Responsibilities but there is still a need to increase capacity, consider to say "may I offer.....?". Re image of tree. The Trunks & Branches (Fabric) are still needed:- Kitchen Project & CCTV completed due to generous donations. Organ refurbishment almost completed. We must ensure, that, like trees we do not get out of shape- Future growth is needed. Spiritual-Prayer Groups eg Lent Groups, look at Diocesan Website (Lent App), journey with the Holy Week Services. Some growth in our capacity to offer Pastoral Care- housebound, lonely, Care Homes visits & bereavement support. Structural- Audio equipment & crack in east end of Lady Chapel wall.

**Legal & Administrative:-**FG 2018 Annual Reports, available to Congregation last week. Treasurer's Report & Draft 2018 Audited A/c available at this meeting. Thanks given for these & to all who help. (See attached Reports). Purpose of Meeting, to receive these Reports, & to share any discussions which may evolve. Every Report Writer, gave short precis of their Report & were available to answer any questions. NB- Change Bank Name from TSB Lloyds to TSB.

**Churchwardens Report:-** in addition to Annual Report CR spoke about 2018 being a very busy year. Good 'team work' with Deirdre. Gave thanks for support of Father Greg, Jun & Peter. Churchwardens have overall responsibility of Fabric but in 2018 a Building & Fabric Committee was formed, David Turnock as Chair. No questions raised. FG thanked CR/DW & Deputy Churchwardens for all they have done.

**Treasurer's Report/Audited Accounts 2018:-** Treasurer (IB), gave apologies for 2018 A/c being in Draft Form & that these were only made available at Meeting. Assured meeting that although in Draft, the figures in Accounts are correct, but there would be changes in format in finalised copy. IB happy to answer any questions when Church members have studied these. Independent Examination too much of a burden to expect

Church members to do this for free. Mrs S Smith, Certified Chartered Accountant was appointed by PCC to examine 2018 A/C, charge incurred. Very busy year, thanks to Parishioners for all they do in raising Funds, time, money & generosity. Major projects were Organ, Kitchen & Roof-Grants. VAT Reimbursement on major Projects have helped the Church keep on track. Ended year with less money in Bank than at start of the year but we are solvent. PCC had been happy to receive the 2018 Account Figures as correct, Diocese expect Accounts to be presented differently, Examiner to change to required format. Those eligible to attend APCM were happy to receive the Draft 2018 A/C figures.

**Planned Giving:-** RT/Chair thanked everyone who responded to Planned Giving Campaign. Tithing-general guidance 5% of Income to church & 5% Income to Christian Charities. Across Diocese average of 'Giving' is 3%, we are not the lowest in Diocese but not the best either. Returns 2019's Stewardship Campaign is encouraging, receipt of Response forms never closes. Challenging Year:- Parish Share in 2018 approx £66,000 now risen to over £70,000. Main target of Planned Giving is to achieve paying full Parish Share, then Fundraising can be used for Mission work. Current target set at £65,000. Difficult to ask re Pledges/increases but if 5 new pledges were to join Scheme giving the average amount then target should be reached in 2019, please encourage new members. No questions/comments received. **Building & Fabric:-** D Turnock-Final inspection on Roof have found some defects, when rectified, final payment of Roof Project will be paid. 1st service on the 2017 installed boiler recently done, running smoothly. Please make DT aware of any issues. List of projects in Annual Report will shrink & grow during the course of the year. Money is spent wisely. **Health & Safety:-** D Dickinson-Ongoing, please report to H & S Officer any hazards. **Safeguarding:-** FG read out the 'with reference to the Church Representation Rules, that All Saints' Church can state that we are working very hard to operate a robust policy & therefore have due regard to the 'House of Bishop's Guidance on Safeguarding Children & Vulnerable Adults ( Section 5 of the Safeguarding & Clergy Disciple Measure 2016), recognising the importance of Safeguarding.' Parish Safeguarding Officer, SG, gave a precis of report- , Policy was reviewed in March 2019 & Safeguarding is on each Agenda. PCC should have DBS Check- in progress & newly elected PCC member will be DBS checked. Junior Leaders checks, all up to date & Helpers checks all in hand. GDPR-Photo Consent & Contact Numbers- in hand. Questions invited- No questions received. **Choir & Music:-** S Hession- Report says it all, fortunate to have steady Recruitment of Trebles, running out of space Treble Choir stalls, feedback- good singing. Re:- 'back row'- discussions required for future. No questions received. Organ refurbishment:- awaiting visit of Andrew Reid & Diocesan Advisory Inspector to check that refurbishment has been done to standard of 'Job Specification'. SH gave thanks given to FG. Questions invited- None received. (S Hession left Meeting). **Trebles:-** J Barber gave precis- Nos vary between 13 & 16 at Choir Club, age range 6 to 13 years old. Looking at year ahead- activities planned inside & outside including working with other Choirs chorally & socially. Questions invited- none received. **Junior Church:-** B Mace reported that where Voluntary helpers have stepped down, other helpers have stepped forward with Rota being full. Format of Junior Church have changed from two groups to one group which is working well. Currently a lot of young members, older ones have joined Choir. No questions received. FG encouraging that members have stepped up to join Rota, teams are growing in many areas of Church life. **Fellowship:-** E Asplin gave precis, need more members, only £1 including refreshments especially on Speaker evenings. Next speaker is Peter Larke on 'Norfolk Tales'. EC-Variety & interesting range of activities & talks & a warm welcome awaits visitors & new members. **Hall/Events:-** R Raven reported a busy 2018, especially towards year end. Raised £20,000 for Church funds, including Fundraising Events, Car Park & Hall Hire fees. Mustn't rest on laurels. Questions invited- None received. **Diocese & Deanery :-** R Taylor:- Annual Report speaks for itself. Explained C of E Structure- General Synod covers all parts of Country, meet twice a year. Each Diocese has a Synod & meet twice a year. Deanery Synod is sub divided & meetings are more regularly. Church has 3 Elected Deanery Representatives (3 yr term)- R Raven, R Taylor & D Turnock. Diocesan Representative- R Taylor. St Paul's Church is

hosting 2019 Annual Ascension Deanery Service on 30/05/2019. No Questions raised. **All Saints' C of E VA School:-** Growing Involvement with the Church. S Adamson Chair of Governors reported that the School recently had had an excellent Ofsted. Good communication/liaison. Father Michael is an important appointment for the School. New building planned at end of 2019 for an 'After School Club' to be provided. Questions invited- No further comments received. **All present happy to receive the 2018 Annual Reports.**

**6. OTHER MATTERS OF PAROCHIAL OR GENERAL CHURCH INTEREST :-**FG explained that this is an opportunity to raise any interests/comments for PCC to consider- None received. FG- a lot to be encouraged including the growth of involvement.

**The Grace**

**Meeting Closed:- 7.22pm**

## **WELCOME TO OUR 2020 ANNUAL REPORTS**



The APCM is an important Meeting, it gives us an opportunity to reflect on the past Year & look ahead to the next one. It is an opportunity to celebrate God's grace & to remind ourselves of our vision of 'Growth' in Ministry & Mission in All Saints' Church & Parish. It is when we elect Churchwardens & PCC Members & when we give an account of the Annual activities & Stewardship of the Church. It provides a snapshot of the life of our Community & a chance to review the finances & workings of the Parish.

The APCM Meeting scheduled for 26/04/2020 was unable to take place due to the Covid-19 Pandemic's Restrictions & Church closure. The 2019 Annual Report & Independently Examined Financial Accounts were approved by the PCC on 28/09/2020, made available to the Congregation & a copy sent to the Diocesan Finance Officer. The legal Instrument signed by Bishop Donald in March 2020 was received extending the deadline for APCM's to be held to 31/10/2020, an extension of 6 months. This formal Notification from Bishop Donald was displayed in Church as was the 2<sup>nd</sup> legal Notification in September when, due to ongoing Pandemic Restrictions a further extension was required for the Churches who had been unable to hold their APCM's in 2020, the deadline now set as being 31/05/2021.

## **PCC Report 2020:-**

Writing my PCC Annual Report feels very different to previous years. Little did we know when we held our PCC Meeting in January what a challenging unsettling year 2020 would turn out to be. In the early part of 2020 there was plenty to celebrate:- our wonderful Services, Sermons; our Treble Choir stalls were 'overflowing' with new recruits, our 'Mission' involvement in the 'Night Shelter Project', the new Church Roof finally 'signed off' by the architect & Reading Buddies continued to help at All Saints' C of E Voluntary Aided Primary School. We had celebrated the attendance & involvement of local Schools & Care Homes to our 2019 Christmas Tree Festival & Christingle Service; a new initiative of 'Pop In for a Coffee & Cuppa' had just commenced & we had just paid our full our 2019 Parish Share. A group celebrated the New Year by attending two Services at Walsingham followed by fish & Chips at Wells-Next-The-Sea. We were looking forward to welcoming three U3A groups for Church Tours & Refreshments, two planned Choir/Concert visits were booked. Who would have thought then, that towards the end of March we would have Church buildings closed, with Worship, Prayer Group & Coffee Mornings being held 'On Line' & even our PCC & Committee Meetings on Zoom! It has been like a bereavement, we miss many things:- our Churches being closed, not worshipping together as 'One Body' & receiving the 'Body & Blood of Christ', no singing or Congregation Fellowship. We missed not being able to undertake Pastoral visiting, to take Home Communion to housebound Parishioners or Care Homes, to have Weddings & Baptisms Services cancelled & funerals with limited numbers attending. In 2020 we seem to have been living in a different World, even our smiles were hidden behind our masks & we had to learn how to adapt, with how we, as a 'Church' now needed to do things differently during this time. It has been a steep learning curve & time of adjustment in all spheres of life including moving to digital 'Worship', but we can take many positive things from this time. We give thanks for God's guidance & Father Greg's Leadership & commitment in enabling us to adapt to the new reality we are experiencing as a result of this Pandemic.

Every APCM is a new start & during this year there has been much to encourage us, change can be a way of providing new opportunities. Looking back over 2020, we have seen God's presence with us in our Communities; a compassion for others as many 'reach out' to help those in need, an admiration for those working tirelessly paid or voluntary in many 'Sectors' coping with the impact of the Pandemic. Also, a deeper belief as we rely on God's strength during this 'testing' time, a renewed openness to try new things & the further appreciation of God's wonderful Creation as we took our daily exercise. Much has been learnt which has been beneficial to us now & to what God is guiding us to do in the future in Ministry & Mission. Let us be His disciples & face the challenges before us, to grow spiritually, helping one another to know Him more & to make God known more to others.

**A precis follows of our PCC Meetings & Parish Life during 2020 but more detailed information will be given in the following attached Reports. The approved PCC Minutes are displayed & available in Church. Father Greg will give his Annual Reports on 2019 & 2020 verbally at the APCM Meeting.**

Standing Committee met once on the 12/10/2020, its main aim being to enable effective communication about where the Church was at this difficult time, to discuss issues & to look to the future with special attention to Services & the Choir. Plans were made re All Saints' Day, All Souls' Day, Remembrance Day through to Advent & Christmas Services whilst adhering to the Pandemic Guidelines. Effective Communication & liaison were stressed as being paramount, with the Churchwardens needing to ensure that Committees & members that have taken on Roles are proactive so that all tasks are shared out & achieved within the timescale. It was agreed that PCC Minutes be circulated also to those who have areas of 'Responsibility' & contribute to PCC Report.

PCC met four times, during 2020, the latter two Meetings being on 'Zoom'. Reports were received from Treasurer; Sub Committees, Safeguarding, Health & Safety Officer and the previous PCC Minutes'

& APCM Minutes along with the Annual 2019 Reports were approved, signed & displayed in Church. Policies reviewed & approved during 2020 were Health & Safety & Safeguarding, the former being approved with necessary action points & both of these areas are discussed at each PCC Meeting. In November's PCC Meeting the consideration of adopting the Diocesan Ex Offenders Policy was discussed which after clarification, was subsequently approved at our January 2021 PCC Meeting.

In January's PCC meeting the areas covered included the Photo Board in the Foyer showing Key Role Holders, Gift Aid 'Back Claims' on 'Cash on Plate', Vodaphone's Mast & the query about the continuation of agreed fixed rent payments until 2026 once the equipment has been removed. The changes to APCM's Meeting deadline dates & the changes to the 'Term Limits' for Deanery Representatives' were also reported on.

At the PCC Meeting in March a number of Agenda items were carried forward until the September Meeting, as sensing an imminent 'lockdown' & Church 'closure,' we concentrated on how Worship & Ministry was to proceed during this time of the Pandemic. A 'Pastoral Support' telephone structure was set up, for the frail, elderly, vulnerable members of the 'Church's Family' reaching out to one another, making Jesus' love & care known through our words & actions in the Parish. PCC discussed how we could access 'Digital Worship', our IT knowledge/capacity to do this ourselves, ways of how those not on 'Internet' could still feel united & connected with the 'Church Family' & the continuing nurture of our Spiritual relationship with God. Leaflets with appropriate Prayers re Pandemic & cards with telephone numbers offering help with errands &/or a listening ear were made available by Father Greg to deliver as appropriate & the information was placed on the Church's Website & Facebook page. With the IT skills & commitment of Father Greg the following Sunday, when Churches were instructed to close, Worship in various formats immediately started, firstly broadcast from the Vicarage as even the Vicar was not allowed access to the Church/Hall Building apart to check on it.

As the PCC explored our priorities, we continued to recognise that at the heart of everything we do here at All Saints' is our relationship with God, with our Spiritual & Prayer life always being a priority & we have been encouraged by the 'Growth' of our weekly Zoom 'Spiritual Eucharist' & 'Prayer Group' on Zoom during this time. Our special thanks go to Father Peter & the Reverend David Roberts for supporting Father Greg in leading the midweek Zoom Services & also to Rob & Alison for 'Leading' the Prayer Group. PCC continued to recognise the need for more members to take on the many Roles within the Church, including the need for 'Growth' in Lay & Pastoral Ministry. It was encouraging that 3 members attended the Annual Diocese Zoom 'Explore Day' in November, indicating an interest in Lay Ministry Training. We thank Father Greg for leading & guiding us during this time, nurturing our faith, worship & his 'Pastoral Care' for all. Lent began with reflective Services & an opportunity to meditate, then the first Lockdown was announced on 23/03/2020 with no access to our Church buildings! Holy Week & the Reading of the Passion was our 1<sup>st</sup> experience of Zoom where Readers took part in the Service. Easter Day was recorded 'live' from the Vicarage Garden against the background of blossom & being able to hear birds singing due to virtually no passing traffic due to Lockdown, was quite profound. When 'Restrictions' began to be lifted in the various stages of the easing of 'Lockdown', we gave thanks that those not isolating were given the opportunity to enter our Church, firstly for Private Prayer only, followed by Services, with a stringent 'Risk Assessment' in place. From thereon due to Father Greg's technical ability & David Dickinson's expertise on Zoom, all Services have & continue to be recorded 'live' & downloaded onto the Church's Public Facebook enabling those with access to the Internet, an opportunity to engage with the Worship & to still feel United with their 'Church Family'. For those not on the Internet, hard copies of 'On Line' Services were delivered to homes together with update letters, copies of Sermons etc & this has continued. Our Facebook 'Reach' increased, welcoming people from different parts of the UK & World including South Korea, Seoul being Peterborough's 'Link Diocese'. It has been wonderful to have Agnes from the Dae-Hak-Ro

Church in South Korea regularly join & take part in the worship in the Tuesday's Zoom Eucharists & join us in Fellowship afterwards albeit 'Virtually' & we look forward to her & Members of her Church being able to visit us once again when they are able to in the future. The availability of 'On Line Worship & Zoom Events' have been 'essential tools of communication' during this challenging time, & has meant so much, for our 'Church Family' & those who view us on Facebook.

PCC continue to discuss & reflect on our Mission Action Plan (MAP), how we continue to worship God & engage, love our neighbour, evaluating our 'Role' at this time, it's effectiveness & where God is directing us as we adapt to these challenges, changes & new ways. Also, what has been achieved, where 'Areas of Growth' have been seen, what has gone well & what areas have not gone so well during the Year. The Pandemic has inevitably had an impact on our plans for 2020 but some of our aims were still achieved by natural development, others have had to be put on hold. Church & Hall closure inevitably resulted in a fall in Income with fewer 'Cash on Plate' collections, cancellation of Fundraising, Concert & Church Tours Events, no Hall Hire Income & a fall in car parking income. However, we have been Blessed with the continued generosity of those in the Planned Giving Scheme & other members' donations. Our Christmas Raffle Hamper raised an outstanding £3295 which was 'Match funded' by BGL by £1,000, as was the successful Sponsored Cycle Ride which was able to go ahead in September 2020. Our thanks go to Susan, Andrew, David Dickinson & James for organising these events & for all who participated. This Year, a Text Giving Service has also been introduced on Website which has given additional opportunities for contributions to be received especially during this time of Church closure & limited Church Services. Thank you to all who made & continue to give financial contributions & to those who willingly stepped into new & different Roles as the virus took hold. During this challenging year, although aiming to pay in full the 2020 Parish Share as we have done during the last ten years, we were able to achieve in paying 84.35% ie £61,000 of the £72,321.00 which was a higher % than initially thought earlier in the year. PCC aims to pay the 2021 Parish Share in full next year but realistically this will depend on when full Worship resumes, the continued generosity of our members in 'Christian Giving' & when Hall hire & Fundraising events can recommence.

**Re Outreach:-** despite financial constraints our 'Outward Giving' continued & donations were made to our link Christian Missionary Society, Christian Aid & the local 'Light Project'. We give praise for the dedication & Christian Commitment of Derek & Jane Waller our CMS Link Missionaries who retired this year & we welcomed & pray for Lea & Petra the new CMS Link Missionaries following God's Calling to lead an Anglican Church in Brno in the Czech Republic. Due to Covid we were sadly unable to continue to open our doors & warmly welcome our 'guests' for 'Night Shelter' from February 2020. However other opportunities arose where we could help in other ways with buying essential items, donations, providing Christmas presents for youngsters in need & in the future possibly supporting the 'Light Project' with a 'telephone support structure' to the recently housed in our area thus continuing to 'reach out' to the disadvantaged & homeless. Donations from All Saints' members have also been made to the local 'Food Bank'. We welcomed the Royal Naval Association to Special Services & PCC have approved that the Royal Engineers flags be displayed on fixed wall mounts each side of the Memorial Board when the Faculty has been agreed. The Naval Association welcomed Church members to spend an afternoon with them in the Hall partaking of exceedingly delicious refreshments which was a marvellous opportunity to build up communication & fellowship with the wider community. Another initiative introduced by Isobel was a monthly Saturday Coffee morning open to all ages & wider Community where Refreshments, jigsaws, quizzes are provided allowing an opportunity to chat, to mix, to welcome new members & to get to know each other across the age range. During the Pandemic this initiative has continued on Zoom every Saturday. Prior to lockdown it was also agreed that some Church members visit our vibrant Junior Church to see what activities they do to nurture

their faith; in order to engage & to strengthen the link between the Congregation and the younger generation. The Congregation all enjoy the younger generation's contribution to our Worship in Church & 'On Line' with the Treble Choir singing & children reading, writing & recording their own Prayers. During Church closure children's activities have been made available with a 'Worship Home Together' booklet, Weekly Activities relating to each Sunday's Readings/Gospel on the Website. There were opportunities for other activities 'across the age range' to make Palm Sunday Crosses, Easter, Whitsun & Advent Window displays or models & all photos taken were shared on the Church's Facebook.

2020 has had had many things that we can celebrate & we look back with thanksgiving & look forward to what opportunities 2021 will bring us, enabling us to adapt to the new continually changing reality we are experiencing as a result of the Pandemic. Our 'Church Growth' is based on our Parish Mission Action Plan, a working document & we look forward in anticipation, Prayer & Hope that our Church Worship, Fellowship & Activities can return vibrant & our Community 'Outreach' & Mission evolve, as



& when, our Church emerges from 'lockdown'. We are indebted to all who help, some in the forefront, others working quietly behind the scenes. Thank you to them & further offers of help will be most welcome & appreciated, as there are still many jobs still to fill. With 'Team Work & Christian Commitment', we as a 'Church' can achieve so much more.

During 2020 there have been many challenges which continues through into 2021 & we have all been affected in various ways, it has been & continues to be a 'testing time.' However, let us not lose momentum & continue to thank God, to cheerfully live out the life that he has given us, keeping Jesus central in our lives & to share our 'Living Faith' with others. Each one of us has a part to play in our Vision of Growth, Ministry & Mission for our beloved Church thus enabling All Saints' to become a 'Courageous & Serving Church' for our generation & for generations to come. An inclusive Church which welcomes all & 'grows' meeting the needs of the wider Community as we reach out, move forward & flourish into the future.

On 21/02/2021 Father Greg announced that he has been appointed as Rector to the Ford Parishes in the Hereford Diocese & will be leaving us on 23/05/2021 after the APCM. We thank him for his seven years Ministry at All Saints', for his strong Faith, Spiritual maturity, wide vision & sound judgement & above all his deep love for the Lord, wholly dedicated to the furtherance of your Kingdom. We give praise for his truly strong Christian Vocation & Ministry where young & old alike have benefitted from his honesty of thought, sincerity of Faith & genuine care for all. We pray for him as he leaves our 'Church Family', as he leaves his home & as he takes his next step on his 'Christian Journey'. We pray for his new Parishes as they prepare to welcome him into their 'Church Family' too. During this time of

Interregnum & beyond, let us support each other & the wider Community & let us look forward to working together with our new Incumbent who will lead, guide & help us to develop & evolve our 'Vision', as All Saints' Church continues onto the next step of its exciting Christian journey.

**Emily Crowson (PCC Secretary)**

## **Churchwardens' Report to APCM – 23<sup>rd</sup> May 2021**

Chris and I have undertaken another year in the role of Churchwardens for All Saints' as, due to the COVID-19 situation, the last APCM Meeting which should have taken place in April 2020 was postponed.

We are grateful, fortunate and blessed to have such a supportive congregation, a caring & devoted leader in Fr. Greg, talented and committed committee members and volunteers who made it possible to keep All Saints' in operation.

2020 was a year, for all of us, like no other we have ever known. It was a year where the world faced many challenges and a time when we all had to stay apart yet work together and look out for each other.

In March 2020 we had to close down our church building and church hall, something that has to my knowledge, never been done before in its history. Initially, members of the PCC connected with parishioners to find out how they were doing and to advise them of the status of church services. Fr. Greg embraced technology and insightfully started online services that allowed the continuation of worship on Tuesdays and Sundays. Other online services such prayer group and 'Pop in cuppa and company' were also made available.

As Government directives, Diocese guidelines, restrictions, and safety protocols were updated, we adjusted accordingly throughout the year. Fr. Greg, the Wardens and volunteers ensured that the respective protocols to keep everyone safe were developed and implemented. Emily Crowson and Roger Bush worked diligently to ensure the church was sanitized and safe for anyone who entered; we ensured we had an ongoing stock of the necessary supplies and that an attendance list was maintained for contact tracing in keeping with the guideline capacity.

With the limited number of individuals allowed in the building, services took shape as "the new normal". Thanks to all who participated in our services. Fr. Greg has been a pillar of strength for our church but, now that we have gone to online services, his workload has increased significantly. He has ensured that we have stayed connected and kept everyone up to date with important information, weekly communications, and streamed services but it should not be down to him to do this, we need to look for someone else to take this on!

For the past year the Church buildings have been in a reasonable state of repair. The Quinquennial inspection took place in September 2020 and, thankfully, nothing major was found although there were a few 'priority 1' items that David Turnock has in hand to do.

Our committees have not been able to meet in person but we have now become quite good at holding Zoom meetings (they don't seem to last as long either which is an added bonus!) to ensure the work of the church carries on.

Chris and I would like to thank the deputy wardens for their support to us during the last year. They have been incredible; our co-workers in a really difficult time in the Church's history - their wisdom, tenacity, love and care have been invaluable.

This has been a very challenging year and we are grateful and fortunate to have Fr. Greg's leadership at the helm of All Saints'. Sadly, for us, he will shortly be moving to a new parish. People say one person can't make a difference in the world... but we know that isn't true, because we've seen the difference he has made in our own lives. The work he has done for our Church and congregation has truly been a blessing. Thank you Greg and we pray that God's love will shine through as you follow his leadership into this new ministry opportunity.

The Inventory (record of Church belongings) has been updated and along with the Log Book (record of works) are presented to the Meeting should anyone want to look at them.

To Fr. Greg, the parishioners, various committee members and volunteers we thank you and are deeply grateful for your continued support. You are all in our prayers.

Keep well and stay safe.

**Deirdre & Chris - Churchwardens**



## **Building & Fabric Report 2020**

**Project Title: All Saints Church Building Fabric Committee Report for AGM 2021 Project No.**

**Date of Issue: 30 March 2021**

After March 2020 when the first Covid Lockdown started little work has been possible by this group since that time, but the following summarises the current items being dealt with:

### **1. Quinquennial Report September 2020**

This was undertaken by our church architect Adrian Ringrose and, given the amount of work we have undertaken on the fabric over the past 5 years, the general conclusions are that the building is in good order. However there are always items to be addressed and the Fabric Committee will form a working party when lockdown measures permit so that we can carry out the simpler repairs ourselves.

We will need to establish a 5year Maintenance Plan to ensure we deal with all these items prior to the next Survey in 2025.

### **2. Electrical Testing**

This should have taken place at the same time as the Quinquennial Survey but Leetons Electrical have recently carried out this testing and their report is awaited- we may need to carry out some minor works in accordance with their recommendations

**3. Gas Boiler-** Alasdair Macdonald has kindly organised the servicing of the boiler and some recent adjustments to one of the valves that was required following shutdown of the system to save energy costs while the building could not be used.

4. **Repairs to Churchyard Calvary:** Faculty Application has been advertised for the repair works and the formal Faculty Application needs to be submitted by DT; Listed Building Consent not required from PCC Planning Dept. We have the quote from Concrete Renovations for the stone repairs to be done in Summer 2021. DT has obtained the oak timber required to replace the rotted capping over the crucifix and will carry out the repair.
5. **Car Park Wall Repair:** Gordon Webster is to carry this out for us when lockdown measures allow him to do so; monies have been received from the family that caused the damage.
6. **Flag/Standards Display** on south wall of Lady Chapel- Faculty to be gained for addition of brackets either side of the War Memorial plaque to carry 3 flags each side
7. **New Kitchen-** defects still to be resolved using monies held back from Premier Kitchens: action DT
8. **Leaking Rooflights** to hall roof- DT and Paul Easey to replace failed mastic sealant with new which seems to be the cause. Internal decorations will be required. Work to take place Summer 2021
9. **Church Parquet Flooring-** DT to ask Mike King to make localised repairs when areas become loose
10. **Loose panel to rear of north wall choirstalls-** DT to review best way to fix this whilst maintaining the required ventilation gap behind.
11. South aisle ceiling: internal cleaning and touching up of decoration required- acquisition of tower scaffold being investigated to carry out the work ourselves.

**David Turnock**  
**Chair of Building & Fabric Committee**  
**March 2021**

## **Health & Safety Annual Report 2020**

The Church has been closed for part of the year due to Covid 19. The Bishops advice has always been adhered to regarding the structure of the services allowed. The wearing of masks and the separation of worshipers has been observed throughout the pandemic.

Activities during the year included:

1. Electrical testing of the fixed circuits - carried out on 15<sup>th</sup> March 2021 by Leetons Electrical although we are waiting for the written report.
2. The fire extinguishers - checked on 16<sup>th</sup> November 2020.
3. The Accident book/ log is in the vestry and is up to date.
4. The First Aid cabinet in the kitchen has been regularly checked and restocked as required

5. Health and Safety Policy - initially approved but with action points in November 2020 and finalised in January 2021.

6. Risk Assessments – reviewed in January 2021

David Dickinson- Health & Safety Officer

04/04/2021

## Safeguarding Report 2020

- 1.No issues logged in safeguarding log for period Jan 2020 -DEC 2020
2. Model of Diocesan' Safeguarding Children & Vulnerable Adults Policy & Procedure' approved by PCC in 2020, to be reviewed annually + Code of Safer Working Practice. Displayed on Website + this Policy & Code of Safer Working Practice displayed in Church & Hall.
3. DBS – all but three completed one Junior church, One Churchwarden and one PCC.
4. Photo consent – due to no Junior church – lack of forms returned as updated. ACTION: Junior church will need to progress. Aware that a number of parents signed for years in advance but this does need to be updated yearly.
5. Training guidelines were changed by diocese, however C0 and C1 training continues for junior church leader/helpers with three helpers and leader still having not completed C0 and C1. One church warden, still needs to complete C0 and C1. Three adult members of choir still need to do C0. Still struggling to get people to complete and have sought advice from DSA (Diocese Safeguarding Advisor). PCC and incumbent to take next course of action.
6. C2 training – Guidelines were changed as to who required it.

The NST (National Safeguarding Team) confirmed in DEC 2020 the following did not require C2:

- Volunteer leaders who don't have a Bishops Licence who work with children, young people or vulnerable adults (they will need to complete on-line C1 as the highest level)

- PCC members / Chapter members (they will need to complete on-line C0 as the highest level). *The PCC safeguarding lead will need to do the Leadership Pathway (C2) training*

- Music leaders / choir leaders (they will need to complete on-line C1 as the highest level)

- Bell Tower Captains (they will do on-line C1 as the highest level)

In relation to Churchwardens clarification was sought and we have been advised: *There is no one size fits all answer to this, this is designed for those people who play a lead role in shaping the culture of the Church body concerned.* Based on this it has been agreed that in the Diocese of Peterborough churchwardens **DON'T** need to complete the Leadership Pathway (C2) training:

- Churchwardens (they will complete on-line C1 as the highest level)

- However, if a church warden fills a role when the church goes into vacancy and shapes the culture of the church regarding safeguarding they will then need to complete C2

4 were completed in 2020 before rule change.

7. No further Volunteer agreement returned for junior church roles.

ACTION: Any new person joining the rota for helping (junior church or junior choir club) must complete this first along with their DBS application and provide copies of completed certificates for C0 and C1 training before starting the position.

8. Parish Safeguarding Audit has now gone online with a Parish Dashboard that covers areas of training, DBS checks, risk assessments, details of insurance, safer recruitment. It works in stages and we are on stage 2 having completed most of stage 1. Operates on a traffic light system.

**S GYSELINGS – PARISH SAFEGUARDING OFFICER**

## **All Saints' Church Annual Planned Giving Report- 2020.**



The Stewardship Committee's purpose is to develop initiatives to meet the financial needs and visions of our Church, to encourage Christian Giving and raise awareness of Stewardship needs, so its full financial potential is realised. Eight meetings were held during 2020: six scheduled meetings, normally held two weeks before each PCC meeting, and two extraordinary meetings. These extraordinary meetings were to analyse the response to the 2020 Annual Stewardship Campaign and to discuss how to help the congregation to continue to give during the ongoing Covid-19 restrictions. The method of Text Giving was introduced and has proved a convenient way for people to give amounts which they might formerly have given on the collection plate.

The Annual Stewardship Campaign was held on two Sundays in early March 2020, before Covid-19 lockdown measures. In the first Sunday service of the campaign, members of the congregation gave personal testimony on their relationship with All Saints' Church and their reasons for Christian giving. In the second Sunday, members of the committee read a short drama based on the story of Zacchaeus, the tax collector whose life and attitude to money changed after he shared his home with Jesus. Pamphlets showing Income/Expenditure and including testimonies of why we as Christians choose to tithe and why making this step is so important were distributed. Copies of material relating to Planned Giving can be found on the Church's website <https://allsaintspeterborough.org.uk/about/giving/>. As Chair of the committee I'd like to express my thanks to committee members for all their hard work.

Our income from regular giving for the full Planned Giving year from April 2020 to March 2021 is estimated to be about £55,500 compared to the forecast made at the start of the year of £46,300. Final figures will be made available to the Treasurer once March 2021 bank statements have been received and reviewed. The yearly income of about £55,500 represents an increase of about £13,000 over the previous year's total of £42,500, for which the committee, on behalf of the PCC, is very grateful. The total of Gift Aid on Planned Giving donations, including eligible 'Cash on Plate' donations received during the tax year, will total approximately £12,500. Thus in total our income from regular donations (Planned Giving + Gift Aid + Plate) will total around £68,000. However, it may be expected that some of the extra Planned Giving income was money which might otherwise have been donated at our regular events which were not held in 2020.

The number of Planned Givers as at April 2021 is 67, compared to 63 in April 2020 and 73 in April 2019. The committee continues to encourage all those on the Electoral Roll to join Planned Giving, if they have not already done so, and to allow Gift Aid to be reclaimed on their giving if it is eligible. Forms are available from the foyer in Church, or from Rob Taylor or Emily Crowson.

Legacy Giving has been highlighted this year. Legacy Giving involves making a gift in your Will to your local Church and is a valuable and lasting way you can continue to support its mission and ministry within your community. More information can be obtained from our Church Legacy Officer, David Dickinson.

I encourage us all to pray about committing to regular and generous giving through our Planned Giving Scheme, expressing our love and gratitude to God in order for All Saints' to continue to be a 'Living' Church enabled for Ministry, Mission and Growth. We do thank you for your generosity that you give in so many ways which is truly appreciated. Our hope for the coming year is that the present level of Planned Giving can be maintained when Hall and Events income is restored in 2021.

**Rob Taylor - Chair of Stewardship Committee**



### **All Saints' Church: Choir and Music Annual 2020 Report to March 2021.**

In common with most other people, the last twelve months has been particularly challenging for our choir. The varying guidelines and on-off periods of permitted singing have given rise to considerable head scratching as to what was possible and as I write, there is yet no clear path for a return to full engagement of our choir. I think it highly unlikely that we will return to anything near normal until September 2021 and will continue with smaller numbers until then. We will though have a small group of singers to help us celebrate the risen Christ on Easter Day! A good number of our choir have contributed to the remote recording sessions over the year, allowing us to contribute a variety of anthems, hymns and psalms to aid on-line worship, and those choir members who didn't have access to the technology to be able to contribute, were still hugely supportive and very much with us in spirit. The recording and production of these items takes considerably more time than our normal 'choir practice and sing live' model, so I have been particularly grateful that so many of our choir were able to commit to the cause! Thank you. The feedback I have had from many people has been so positive and the choir items well received. Sadly, we have lost a sizeable number of our younger choristers this year for varying reasons. Patrick, Dexter, Kenan, Caine, Kitty have all departed and most recently Molly has announced her intention to leave the choir. Oliver, Patrick and Dexter, are all in voice change. This will leave our junior choir quite depleted and, as many other churches are reporting, it is difficult to see where new recruits will come from, especially in the current climate. Choir club, Voice for Life training with Jane Emmanuel and regular practices have all been casualties of the lockdown. Our adult members continue to remain hugely supportive of both me, the choir and All Saints and on a brighter note it is great to welcome Lorraine Dawson as our newest adult member of the choir. Special thanks must go to James Barber for looking after the children in our unusually socially distanced configuration and keeping them safe, and to David Dickinson in helping with the choir-focused Risk Assessments that have kept us all safe and enabled us to sing when permitted. The biggest thanks of all though must go to ALL members of the choir for continuing to support the music at All Saints through a very difficult and challenging year.

**THANK YOU!**

**Stephen Hession, Organist & Choir Director March 2021.**

## **AGM Report for All Saints' Choir Club January 2020 – December 2020**

After another busy Christmas at the end of 2019 the Choir Club returned in the New Year totalling 21 children, made up of eleven boys and ten girls.

At the beginning of the year until the first lockdown in March, the normal routine on a weekly basis during term time for the choristers was to attend Choir Club on Friday 5:15pm – 6:00pm. The choristers again enjoyed mainly playing football and dodge ball, with some also bringing along their collectable cards to share with each other. At 6:00pm the choristers then practiced for an hour with Stephen Hession, also joined by the men from the choir at 6:30pm. Jane Emmanuel also continued to give the children singing lessons on a one to one basis on various Fridays.

Unfortunately once the first lockdown was announced Choir Club was unable to meet, and this remained the case for the rest of 2020. The usual activities where we would enjoy meeting in the park as the weather got warmer, end of term parties, distribution of Easter Eggs, etc., were unable to go ahead this year.

Having said this, some members of the Choir Club were able to sing at Sunday Eucharist Services once the first lockdown eased, but again the children were unable to sing in church once a second lockdown was announced later in the year. The choir were also unable to carry out duties outside of the choir, including being part of the Altar Party during lockdown.

On a more positive note, the children from Choir Club were still able to be heard singing in church via recordings compiled by Stephen.

During this year Kenan, Caine, Kitty, Patrick, and Hannah have departed the choir. We understand that children have many commitments and activities outside of school to pursue. They will all be missed and are thanked for their service and commitment, which was very much appreciated. We do hope they all stay in touch, and may be able to return to church as other commitments allow. Patrick has already been back in church, reading at some services.

Towards the end 2020 when the choir were able to sing, a new member Lily joined us in the choir. Her family recently moved to Peterborough. We look forward to Lily joining Choir Club once it returns.

Allowing for the children that have notified us that they have departed the choir as above, and for Lily joining us, we would hope that when the choir returns, there will be eight boys and eight girls that attend choir and choir club, with Lyra attending choir club only at the moment. This would give us a total 17 children involved with the choir in some form at All Saints'.

Looking forward to 2021, any future plans will be widely governed by when government guidance allows choir club and choir to return to church. Once this occurs, it is likely that we will need to assess where we stand in regard to confirmed numbers going forward both in terms of the number of children, and parents able to assist with activities.

Many people's positions will have changed since the first lockdown, thus probably the need for assessing how the choir can continue from the strong position it was in prior to COVID 19. This will inevitably include plans on how to attract new members to the choir, and retain them as we have done before whilst seeing the children develop together both chorally and socially.

With continued support for which we are thankful, and the new support we hope to attract post COVID 19, we hope that the choir can set off from where it finished prior to lockdown, continuing to flourish as in previous years.

**J Barber (Choir Parent)**

## Junior Church 2020 Annual Report

### Junior Church Leader / Helper Co-ordinators:

**Brenda Mace & Siobhan Stringwell**

(Both in post 4 years with 1 year remaining)

Junior Church has seen a big change this last year with the suspension of services due to COVID 19. Although Church has returned to services to attend in person at points throughout the year, most families with younger children have not been in.

We are continuing to maintain email contact to send out information for:

- Special services, such as Mothering Sunday, to ask for children to participate with readings or prayers.
- Collective Church events, such as 40p per day for Lent & Zoom services / fellowship events
- Sermon themed puzzles / worksheets for children to keep engaged at home
- Craft ideas, such as building Easter Gardens (an activity we do an annual session on).
- Reaching out "How are you emails". How is homeschooling / working / juggling?!

Two new families have started attending Church since the lockdowns began and one family is regularly attending. We are expecting that once things return to more social normality that existing children on the register will once again be attending regularly.

Junior Church has around 35 children on the register and before the first lockdown last year between 5 to 15 children were attending each week. The current age range is 2 years to 12 years. We are always trying to encourage 12+ years, but experience has shown that once children are in Secondary education their weekend schedules are filled with sporting or friendship events. Many of Junior Church go into the Church Choir at around 7 years old, so the age range for the sessions is mainly preschool, reception and Years 1 & 2.

There is one Leader and one Helper (both DBS checked) per session and often parents accompanying their under 4's. The Leader plans the sessions and sorts activities for different age levels and capabilities in line with the weekly sermon. This enables the session to be tweaked on the day to suit the children who are in on the day. The Leader briefs the Helper prior to the session of the activities whilst they are setting up the hall before the 10am service begins. Leaders and helpers work on a Rota basis, there are currently 7 leaders and 5 helpers. We are keen to recruit new leaders and helpers at all times.

As leaders we are guiding the children to explore their relationship with God through the "Sermons4kids" online line resource which focuses on Christian related topics throughout the church calendar in line with the main Church sermon. This is achieved through storytelling, play and craft activities. The children take it in turns to read out the "Prayer of the week", pass round the collection (we collect for the Children's Society), give out stars to stick on the attendance poster and the biscuits. During lockdowns we have suspended face to face sessions and are offering an individual craft bag pick up with weekly colouring sheets & puzzles for children to do whilst sitting in main service with parents.

The children really enjoy showing off their craft work to the congregation and putting it on display. In return the congregation love to see the efforts of Junior Church and are encouraging and generous with praise. The children also play an active part in several Church services for special events including Mothering Sunday, Pentecost, Harvest Festival & The Crib service. Taking on the roles of welcomers,

readers, intercession readers, ushers, and taking the offertory and collections. These contributions are again very well received by other members of the congregation.

We continue to maintain our relationship with the children of Dae-Hak-Church in Korea, exchanging handmade Christmas and Easter cards, which we would like to continue. The children enjoy hearing about how children in another Church across the world are celebrating Christian festivals. During advent the children enthusiastically make decorations for our entry for the annual All Saints Christmas Tree Festival. The children, leaders & helpers actively help at Church Fayre's by 'manning' the chocolate / sweetie tombola which always proves popular!

### **Events and Hall Committee Annual Report for 2020**

Raising funds for the Parochial Church Council during this most difficult of years, due to the world pandemic, was very challenging. The Committee managed to meet on only three occasions and only three fundraiser events took place:

Disco Night raising £141

Jumble Sale at Tallington organised by Anne Dawson raising £145

All the usual major events for the year were cancelled, but fortunately with the superb generosity of the congregation, a Just Giving Campaign for a Luxury Christmas Hamper organised by Susan Strand raised the splendid sum of £4,000.

The Church Hall was used for the Light Project Winter Night Shelter until 28 February whereby our guests were then housed in various local hotels. After 23 March it was mainly closed for the remainder of the year. During the period of lockdown, the hall was kept safe and covid free by the Vicar and Churchwardens.

All Committee members play an active role on the basis of consensus and I take this opportunity to thank them for their efforts and also to the congregation for their support during this difficult time.

Onwards and upwards for 2021 COVID-19 permitting!

**Robert Raven - Chair of Events & Hall Committee**

### **ALL SAINTS FELLOWSHIP REPORT 2020**

We started our year with our annual lunch at the Parcs Restaurant which we enjoyed as usual. The February meeting was a visit from local historian Trevor Pearce telling us the history of Thorpe Road. It was a fascinating Presentation with slides & a talk on the history of the buildings & about the residents who lived there. Amongst many interesting facts we learnt that the Stone Arch now in situ in Central Park leading through to Broadway came from one of the Crescent of terraced houses buildings in Thorpe Road. Prior to the Railway bridge being built, tunnels were dug underneath the Railway which remain to this day & currently being used for cabling by BT.

March 2020 was our AGM which was the last meeting because of the Covid pandemic. I am glad to say our members seem to be getting through ok, although we sadly lost our longest serving member Edna Charity in May 2020. I hope when we all have had our jobs and the lockdown is over we can all meet again & look forward to welcoming new members too. I cannot say what the format will be but the Committee will look into it when we can all be safe.

**Enid Asplin - Chair of All Saints' Fellowship**



## **Synods Report to Annual Parochial Church Meeting 2021**

### **Deanery Synod**

Deanery Synod met once in the 12 months since April 2020, on 9 Feb 2021. The guest speaker was Wendi Ogle-Welbourn, the Executive Director (People and Communities) for Peterborough City Council, who gave a presentation about the Local Resilience Forum which was established in Peterborough, headed up by Senior Staff from various agencies, in response to the Covid-19 pandemic.

Several other proposed meetings had to be cancelled due to Covid-19 restrictions. Essential business of the Deanery was carried out during the period by the Deanery Standing Committee.

The next Deanery Synod will be held on Thursday 3rd June at 7:30pm on Zoom. The speaker will be Bev Huff, the Diocesan Safeguarding Adviser. Parish Safeguarding officers are warmly invited to attend in addition to Deanery Synod representatives.

Deanery Synod circulates news, training material and notices of events. However, regrettably most training and events since March 2020 have had to be cancelled due to the Covid-19 pandemic. News and events are announced on the Diocesan 'Cross Keys Magazine' web pages (<https://crosskeysmag.org.uk/>).

All Saints' has three lay representatives on Deanery Synod: Robert Taylor, Robert Raven and David Turnock. For more information on any of the above, please contact one of the representatives. Originally, subject to Consultation a change to the rules of serving on Deanery Synod, to limit the number of terms which a representative could serve to two, had been made, although the Annual Parochial Church Meeting could vote to override the limit. However in February 2020 Synod passed a motion reversing the decision in rule M8 (5) of the Church Representation Rules 2020, which means that now there is no term limit on serving as a Deanery Synod representative, unless the APCM chooses to introduce one.

### **Diocesan Synod**

Diocesan Synod met twice in the 12 months since April 2020, on 12 Sep 2020 and 20 Mar 2021.

At the 12 September 2020 Synod, the main business was the receipt of the Accounts and Annual Report for 2019. A proposed interim budget for 2021 was also approved.

At the 20 March 2021 Synod, the main business was:

- To agree an environmental policy for Peterborough Diocese
- To receive an update on the interim budget for 2021
- To receive reports of boards and committees for 2020

The next Diocesan Synod meeting is due to take place in September 2021.

For more information about Diocesan Synod, please contact Robert Taylor.

**Robert Taylor**

## **1<sup>st</sup> Peterborough (All Saints) Brownies (Affiliated)**



### **Report of Activities and Achievements 2020**

Well, what a strange year for us all. We were planning all sorts of Trips, Sleepovers and Activities in our meetings. All came to halt in March when Girlguiding told us we could not meet face to face for the time being. We were all very disappointed but the priority was to keep everyone safe. Just before Lockdown we held a Coffee Evening to raise money for the WWF which was to save a Koala after the Fires in Australia.

All the Easter Crafts that we had planned to do in the meetings we put into Bags and delivered them round to the Girls with an Easter Egg to their homes. The Leaders then decided that we do the same each month with various different crafts and also giving them some challenges to do at home. The Brownies also took part in the NHS Rainbow Pictures. They emailed them to me and I printed and laminated them to give to a couple of Care Homes and also to the Hospital. There was a Virtual Sleepover in May, where the Girls and Leaders could sleep anywhere in the house with a makeshift tent and send a photo to us.

We carried on with the Crafts Bags which usually had some treats in as well even when we started to hold Zoom Meetings on our normal Meeting Night. During the Zoom Meeting we would do a craft and Jen Holliday would explain and do the craft with the Girls to show them. We used different themes through the year, ending up with the Christmas Crafts. We also found lots of Games we could play virtually and we all had a laugh at some of them! It was lovely to see all the Girls taking part via Zoom and we are pleased we were able to continue 'meeting'

All the Girls gained some Badges for helping during the first Lockdown, namely Baking, Grow your own, Local History, Painting, Charities and Jobs. There were also Badges that were designed during the Coronavirus year by Girlguiding and other Leaders. The Girls always love to receive a Badge!

We hope that we will be able to start Face to Face meeting in the near future, but for now Zoom will do!!

**Gill Clements, Brownie Leader**

# All Saints' C of E Voluntary Aided Primary School Report

## The Context of the School

All Saints' Church of England Primary School serves children from 4-11 years of age. There are:

- 418 on roll
- 16% of pupils eligible to receive free school meals
- 79.3% has English as an additional language (January 2021 )
- 96% Attendance (2019-2020)
- 95% Current Attendance
- 12 children with EHCP
- 12% children with Special Educational Needs
- 30 different first languages spoken by our children.
- Pupil mobility remains low.
- The vast majority entering the school are from a Muslim background.



The school was inspected by SIAMS (Statutory Inspection of Anglican and Methodist Schools) in **March 2020** and was graded Excellent in all areas. Attached is a copy of this report as an appendix. We were delighted by the outcome of this inspection and were particularly thrilled that we were described as:

**“A Place of light and hope for the local community”**

### **The vision of the school**

All Saints' ethos recognises that everyone is important, valued and special. We have high aspirations so that all can flourish, and want everyone in our community to: love life, love learning and love each other.

Everything we do is underpinned by John 13:34.

**“A new command I give you: Love one another. As I have loved you, so you must love one another. John 13:34**

**Loving to learn; learning to love** underpins everything we do!

### **Governance of the School and links with the Parish church**

The foundation governors continue to provide excellent support in ensuring that we promote a distinctive Christian vision for the school. They attend governor meetings and help to develop a strategic vision for the school. They support the school's improvement process and provide challenge in a supportive manner.

In the last 12 months, due to COVID restrictions the children have not been able to visit the church.

<b>Name</b>	<b>Role and responsibilities</b>	<b>End of Term of office</b>
Mr. S. Adamson	Chair of Governors	25/01/2022
Mrs. Sarah Goode	Foundation governor	27/01/2024
Mr. James Steward	Foundation Governor	03/10/2021
Father Greg Roberts	Foundation Governor	Ex-Officio
Mr. D. Dickinson	Foundation Governor	03/10/2021
Mr. G. Burton	Foundation Governor	13/01/2022

## **SCHOOL CHAPLAIN**

We have appointed a new School Chaplain called Sarah Burke and she will be commissioned on the 10<sup>th</sup> May at All Saints' Church. Her role will be to:

- Lead whole school worships regularly on a Monday afternoon
- Deliver a Christingle service for young children
- Deliver KS1 bible club on a Monday lunchtime for ks1 children
- Promote Worship Ambassadors who meet with him on a weekly basis
- Support Christianity units being taught in RE
- Deliver a "Preparation club" for children wanting to be involved in the "Breaking of Bread"
- Being accessible to all families by being on the school gate on Monday afternoon
- Attending staff meetings focusing on revisiting our school values
- Developing prayer across the school for children and staff and establishing a parent prayer group
- Provide wellbeing support to staff and families

## **CONTINUOUS PROFESSIONAL DEVELOPMENT**

- Staff training has been delivered to all staff looking at the new agreed RE syllabus.
- Governors Have attended Training on Valuing All God's children

## **CHANGES AHEAD**

I personally would like to thank Greg for all his support and help over the last 7 years and wish him all the best at his new parish. Greg has always welcomed the children and staff to All Saints' church and been a supportive governor who has been a good friend to the school.

After much careful consideration I have decided to tender my resignation as Head Teacher, for the last 16 years, at All Saints' Primary school and know that I am leaving the school in a strong position to continue to grow and flourish.

During my time at All Saints' it has been a period of growth and change and the school is a testament to everyone's commitment to ensuring that we continuously strive to provide a good Christian education in a wonderful surrounding.

The excellent SIAMS report we received last March celebrated all that has been achieved over the years and I am pleased that during my tenure All Saints' has achieved 4 consecutive Ofsted reports that judged us as "Good with many outstanding features" and in particular that pastoral care of the children has always achieved the highest accolades.

The school is blessed to have a team of teaching and non-teaching staff that aims for the best in developing children to grow in a Christian environment that fulfils our mission of "Loving to learn, learning to love." I also wish to convey my thanks to everyone who attends All Saints' church for all your help and guidance over many years and wish you all the best.

May God Bless you.

**Rachael Hutchinson April 2021**

**Link to SIAMS Report:-** via the School Website:- [www.allsaints.peterborough.sch.uk](http://www.allsaints.peterborough.sch.uk)