



Annual Reports for the Year 2020

To be presented at the Annual Parochial Church Meeting
Sunday 25th April October 2021

Team Rector and Vicar of All Saints	The Revd. Hugh Ellis
Associate Priest	The Revd. Jackie Lock
Curate	The Revd. Gareth Morley
Licensed Lay Ministers	Derek Lancaster
Roger Vere Children & Families Minister	Robyn Connelly
Churchwardens	Elisabeth Burns Jennifer Cartledge
Hon. Treasurer	John Lord
Director of Music	Liam Cartwright
Parish Administrator	Elizabeth Martin
Church Activities Co-ordinator	Penny Justice Louise Simmons
Safeguarding officer	Jo Norman
PCC Secretary	Elisabeth Burns (To October 2020) Philip Hynard (From November 2020)
Shared Leadership Team	
Mission & Evangelism	Gareth Morley (From July 2020)
Children, Youth & Families	Robyn Connelly
Pastoral	Jackie Lock
Worship & Liturgy	Derek Lancaster
Stewardship & Finance	John Lord
Education & Discipleship	Vacant
Buildings & Fabric	Jennifer Cartledge
Communication	Elisabeth Burns

Rector of All Saints - Review of the Year 2020

Introduction: Formally, this report is for the year ending 31st December 2020, however, having postponed last year's AGM to 11th October 2020, it seems sensible simply to comment on the period since then.

Context: At the annual meeting last year on 11th October, we were expecting to have a more relaxed period leading up to Christmas with associated celebrations and limited family/bubble gatherings. Little did we know that there would be a more virulent variant of COVID-19 that would lead to a third lockdown. This rather demoralised many and undermined hope for the new year, realizing that it would take another lengthy period before we could be back to some sort of normality. In addition to this more virulent variant, numbers of Covid cases soared to almost 500 per 100,000 in the Wycombe area January. We quickly made the decision to cease all public events at Church. The mood changed and signs of depression and deep disappointment replaced the pre-Christmas sense of hope for things to begin to return to normal the following term: we had thought that this would be achieved by Easter.

The pattern of hope being replaced by disappointment has characterised the last year. This not only created anxiety and stress but also was amplified by the complete range of views on how to respond to the almost weekly changes, with their accompanying decisions that we had to make rapidly. Furthermore, communication was made more difficult through the loss of the casual conversations which naturally occurred during the routine meetings of our weekly pre-lockdown church life.

Adapting to a new and hitherto unknown reality in a rapidly changing scenario, whilst not forgetting our purpose as church, has been the main challenge of the last year.

SLT and operational support responses: Despite the heightened anxieties and stresses, our Leadership Team along with our Administrator, Activities Team and Tech team have done an exceptional job in navigating the complexities of a new and rapidly changing context. I am proud of them all. The drive and the exceptional levels of hard work of our wardens is especially notable; we are deeply grateful to them. The fact that there have been no Covid cases arising out of our gatherings and public openings at church throughout the whole period of this pandemic is a credit to the thoroughness of the health and safety aspect of the church-building management.

Going forward: The SLT had a strategy and discernment meeting at the beginning of February this year which resulted in several inspiring 1, 3 and 5-year goals, which will be brought to the PCC in May. These include lessons learned and opportunities gained through our responding to the last year's challenges, in addition to moving forward with the South Porch project and other urgent building maintenance matters. The process of implementation will begin then.

So, there is much to look forward to and much to get on with as we journey forward together into a new and, I pray, fruitful season.

Curacy: I am so grateful to God for our new Curate, Gareth, who has not only been proactive in leading our thinking in Mission but also has been a great assistant to me in aspects of ministry development for which we have not had the capacity to address until now. Despite it being a unique experience for him this year he has settled in well and become a productive member of our Ministry Team. I hope he can experience much more of our life at All Saints this year once restrictions have been lifted.

As I look back over the last year it is evident that God has been faithfully guiding us through the complexities and through it, I believe, we have learned a great deal about ourselves and one another. I am confident that we are in a stronger place consequently, ready to face the coming year with hope and assurance.

The Reverend Hugh Ellis

Mission & Evangelism

This is included as a separate report.

Children, Youth & Families 2020

This past year has been a year of developing a brand-new style of ministry during a global crisis which has been both deeply challenging and yet, most certainly, rewarding.

Early on in the year, the children's, youth and families' ministry continued in a similar manner to the previous year with well flourishing Ark, Small Saints and Engage groups. Our Sunday morning Ark sessions generally catered for children of primary school age, although a few secondary school youth chose to continue attending and pre-schoolers enjoyed taking part in the biblical activities together with their parent helpers. I was expertly supported by a team consisting of parent volunteers, Heather Jordan (our piano player) and secondary school aged 'young helpers'. Small Saints, our toddler and pre-school group, took place on Friday mornings during term time and I was supported by a team of very committed volunteers. The group was a blessing and support both to the children and adults that attended. The Engage group (Year 8 and above) met alternate Thursdays led by me and supported by Mark Johnson. Although numbers were small, this valuable work allowed youngsters to socialise and discuss issues important to them in a supportive and Christian environment.

Then lockdown struck and this very 'hands on' ministry had to adapt quickly and drastically. Support and engagement initially became based around All Saints social media, although the success of our Maundy Thursday children's Zoom meeting paved the way for ongoing Zoom based Ark, Small Saints and Engage which were well received by our families and were a great way to engage and support one another in a virtual environment. I was also able to provide further one-off sessions and worship opportunities over Zoom such as our Halloween party and the Christingle and Crib Services. Schools also adapted to the virtual environment and were able to provide clergy and ministers a platform to conduct virtual assemblies in various forms.

Through the observation of the 'trends' of engagement, it became obvious that All Age Sunday Eucharists encouraged a greater number of families to partake in our Sunday morning worship and many children and youth expertly read Bible readings, wrote and delivered prayers and shared their thoughts during our services. It was such a blessing to all involved in the facilitating and creating of this as well as to the congregation receiving the message.

The need for adapted, COVID secure practice, yet a desire to have a varied style led to the development of 'Muddy Church' outdoor worship. We have strengthened our relationship with the team at the Wycombe Museum and as such have provided opportunities to use their grounds for outdoor worship activities such as the very successful 'Muddy Christingle' where we were able to host 78 people in a socially distant manner and in turn raise £100 for the Children's Society. Our church yard 'trail boards' were established and debuted with the Remembrance Trail and then the Advent Trail which gave our community in High Wycombe the ability to reflect and develop their faith and discipleship in a COVID secure manner. It also provided a visual opportunity to help to reclaim the churchyard as a holy and safe place for our whole community to enjoy.

The Advent period also provided challenges to overcome to ensure that we remain engaged with and supportive towards our local schools. I am pleased to say that, together with the hard work of the church activities coordinating team, the clergy and the newly formed, although very able, All Saints tech team; we were able to provide an opportunity for many of our local schools to engage with the church in a manner that was appropriate to their contexts and as such still successfully conveyed the message of joy and hope that the celebration of the birth of Jesus provides.

Robyn Connelly

Pastoral Care

2020 has been a challenging year. Face to face meetings have not been possible for most of the time. We have tried to keep in touch with people mainly by email or by mail. In addition, many members of the congregation have been in touch with friends and neighbours offering support as needed, keeping in touch by phone or doing shopping.

Welcomers - Penny Justice writes: A heartfelt thank-you to all our volunteers some of whom have been able to resume their roles within the church and those who, given their personal circumstances have had to take the decision to remain at home and support us from a distance. Huge appreciation to all who dedicate their commitment and care to ensure we can be of service to our local community.

It has been an immensely challenging and testing time and we have had to adapt and revise the activities we offer considering the pandemic. Throughout the lockdowns we have for the majority been able to open the church for individual private prayer. When we re-opened again this March, we were unsure how many people would visit, given the restrictions and wet and windy weather. However, as one volunteer commented even if one person had visited then that was enough reason to open, as that one person's need is valid and important.

It's been truly wonderful to see a regular stream of people being welcomed into the church and from the thoughts and feelings shared to us we know it is making a difference to people's lives and we are blessed to be a part of that. We now have a brighter future to look towards and hope we can soon expand and broaden the service we provide to others. A huge thank-you to our dedicated cleaner Chris who has kept our church extremely clean during the lockdowns. Due to the nature of the pandemic and the need to ensure the safety of people entering the church our cleaning requirements are high, which Chris has taken on with diligence and reliability. Also, during the restricted time when we were asked to 'stay at home' Chris acted as caretaker and regularly visited the church to check on its maintenance and security. We are truly thankful for all of this hard work.

If you feel drawn to helping in church in anyway, or are curious about what you could get involved in and wish to share or develop your skills then please do contact me for a chat. We are always keen to hear from you and welcome any fresh ideas in taking our ministry further.

Prayer Guild - Maureen Lampard writes: Although the Prayer Guild members have not met in person for over a year, we are all on email now, which means that urgent calls for prayer can be passed round immediately. We send updates to Liz Cunningham monthly so that she can send out the long prayer list regularly. Some people have been in our prayers for many years, other people are going through a crisis and we soon get the glad news that things are better. We would welcome a few new members who are ready to pray regularly for those in any kind of need (as well as giving thanks for recovery). Contact Liz or me. Maureen Lampard

Prayer ministry - It has not been possible to offer prayer ministry in person due to social distancing, but the team has kept in touch on zoom. Many thanks to Sue Lord for hosting these sessions.

Baptisms – because of the restrictions on numbers many families have decided to wait until the guidelines on social distancing are eased. We look forward to welcoming these families to All Saints' as soon as this is feasible.

Funerals - We have been privileged to conduct a number of funerals over the past year both in church and at the crematorium in accordance with the guidelines. This has been difficult for those unable to be present. We are happy to arrange memorial services for those who would like to gather with family and friends to remember loved ones.

We look forward to the gradual lifting of restrictions during this coming year which we hope will allow us to meet with one another more freely.

The Reverend Jackie Lock

Liturgy Report 2020

2020 began in our customary fashion, with the regular round of daily offices and Eucharists, baptisms, Carol Services, Sunday Eucharists and Choral Services along with the 'Led by the Spirit' Eucharist on occasion.

However, the choral service on March 15th was to be the last for some months, with the anthem 'Hear my Prayer' by Mendelssohn being rather sadly appropriate for the occasion. The government 'stay-at-home' order of 23rd March meant that the church building had to be closed to all because of coronavirus, with no services able to take place for the first time since the Interdict under King John (as far as we know!).

In the days leading up to lockdown I established a daily online Common Worship Evening Prayer service on Facebook Live, and this continued through to the summer with the support of clergy colleagues. Initially, the diocese provided Sunday services and we gathered online on 'Zoom' for coffee afterwards, but soon the Eucharist could be broadcast from the vicarage with remote contributions over zoom and both Sunday and Thursday services were able to be celebrated.

On the 19th July 2020 we were finally able to return to church for the Sunday Eucharist, but with strictly limited numbers of both congregation and singers, and we continued to share the service in 'mixed-mode', both online and in the building. We managed a limited pattern of Christmas services, with congregations of no more than fifty to stay within the regulations. The continuing ban on congregational singing in church was sad, though some were able to enjoy a good sing at home when joining via Zoom!

The Led by the Spirit Services had, sadly, to remain online-only. Weddings and Funerals were possible, but only with strictly limited congregations.

Another significant impact was the loss of in-person services in the Lady Chapel. Because of the lack of space it was not possible to have more than one or two ministers in the chapel to officiate and preach, so all the Parish Evensong services were broadcast to Facebook Live only. At the time of writing (April 21), it has still not been possible to return to normal worship in the Lady Chapel.

As the second wave of the virus began to rise and the country locked down again in early 2021 we had to take the decision to once again revert to online-only worship.

The year has seen the audio-visual provision in church develop considerably, and we have been able to provide a consistent and high-quality offering online – I am most grateful to Barry Titchen for all his support with this work.

Thanks are due especially this year to all who have made it possible to have the limited in-building services that we have had, in particular we are grateful for the unstinting hard work of the Churchwardens and their teams in carrying out risk assessments and ensuring all the practical arrangements were in place.

Derek Lancaster

Bellringers

2020 started much the same as any other year – practices on Monday evenings, service ringing twice on Sundays and monthly ringing on Friday evenings and Saturday mornings. Then Covid-19 struck the world and all ringing stopped, along with just about everything else that is enjoyable in life, the last ringing being on Monday 16th March. The following Thursday four of the ringers cleaned the tower from top to bottom in preparation for the Quinquennial Inspection that was due to take place on 26th March, but because of lockdown that didn't happen until 3rd November, prior to which we gave the tower another once over.

Limited service ringing did resume for a while during the summer. We were only allowed to ring for 15 minutes, with generous application of hand sanitizer, wearing face masks and being 2m distanced. We were able to ring six bells for Sunday services for a few weeks (26th July to 1st November) and all who wanted were able to have at some limited time on the end of a bell rope. We also rang on 15th August for the 75th Anniversary of VJ Day. Lockdown 2 stopped this limited ringing although Robert and I (as a “bubble”) did ring for one service on 13th December, chiming two bells each. The ringers were very appreciative and perhaps surprised at the overwhelming positive comments from members of the congregation when we were able to ring a few bells.

At the end of February two quarter peals were rung and sponsored in aid of the Oxford Diocesan Bell Fund as part of the Oxford Diocesan Guild Leap Year ringing. £460 was raised in total, and we are grateful to members of the congregation who supported this.

No striking contests took place in 2020, and we had to cancel our annual outing and dinner. For the first time for more than 30 years we were not able to ring handbells (carols) prior to Christmas because we could not be Covid-compliant.

To keep the band together we have been meeting, initially weekly then fortnightly, on zoom. This has been good to catch up with each other and to share our news, fears, thoughts, and joys. A few of the ringers also started practising on the Ringing Room virtual ringing platform. Pressing computer keys to generate bell sounds is not ideal, but it does enable us to keep focused on some simple “methods” for when we are allowed to ring again properly.

While not ringing we have been involved with Bucks Bird Club who visited the tower to lay gravel for the peregrine falcons and with Gillett & Johnston who came to remove a damaged part from the north clock face. A faculty was obtained for a fire alarm system in the tower and we met with a representative from Templewood in November to finalise the requirements, but the system has not yet been installed.

Patricia Newton

Flowers

Sadly we have been unable to decorate the church with flowers due to the lockdowns, although we were able to have a few flower placements at Christmas and Easter.

Janet and I are having to downsize plans and look forward to filling the church with flowers in the not too distant future.

Mark continues to look after the finances - Thank you Mark.

Janet has been a great support as I have been less able during the last year.

We have been told by our Florist that prices will rise considerably due to the cost of transporting flowers from Europe. Hopefully we will investigate locally grown flowers.

Pat Lea

Sidespeople

Our sidespeople play a key role in welcoming our congregation to services and over the past year this has extended to Zoom hosting. Preparation for communal worship has changed with the inclusion of seat bookings, face coverings and NHS track and trace. Additional tidying and cleaning are also undertaken at the end of each service in line with Covid-19 guidance. Despite the extra duties it is always a joy to greet people as they arrive for services.

We were fortunate to be able to hold a convivial evening in February 2020 which gave us an opportunity to meet socially and we are hopeful it will be possible to get together again later in 2021.

We currently have 13 regulars on our rota as some of the team are shielding or have underlying health conditions. If you are interested in finding out more about what we do, please do not hesitate to ask us. Thank you to everyone who assists and supports the churchwardens in this important ministry.

Lis Burns & Tom Morter

Stewardship & Finance

This group is responsible for monitoring our finances & expanding our planned giving, as well as supporting the Treasurer & Planned Giving Secretary. During 2020, the members were: John Lord (Chair), Barry Titchen (Deputy Treasurer), Doug Peirce (outgoing Planned Giving Secretary), Chris Lamb (incoming Planned Giving Secretary), Lis Burns (Church Warden) & Revd. Hugh Ellis (ex-officio). The team is completed by Jean Johnson (Assistant Treasurer). I am truly grateful to each member of the team for their work, dedication, support & guidance throughout the year.

The details of the financial position are in the separate Trustees Report & Financial Statements, but this includes some highlights & Chris' Planned Giving report.

2020 was a challenging year in so many ways, including financially. Due to the necessary Covid-19 restrictions, collections & event income were significantly down. There was a really generous response to appeals for support & reduced expenditure, however, in normal budgetary terms, we would have had a deficit of £7,207, were it not for the Government Coronavirus Job Retention Scheme. The JRS grants & a £10,000 Legacy for the Organ Fund brought total income for the year to £239,611 (15% down), whilst expenditure was £228,331, giving a headline surplus of £11,280. This is significantly better than was feared & we are truly grateful to all who were able to respond so positively, under such challenging circumstances. There were also revaluation gains, making an accounting surplus of £41,813.

Planned Giving: Standing order gift aided donations in the year were £92,787, an increase of £1,021 versus 2019. However, Envelope scheme gift aided donations were £3,090, £3,525 less than 2019, so overall the planned giving gift aided numbers decreased by £2,504.

Non gift aided Envelopes and Standing Orders were £15,102, an increase of £2,969 versus 2019. Irregular giving via GA Yellow Envelopes amounted to £1,004, decreasing by £4,852 from 2019. Although there was a £5,028 drop in non-GA collections, we registered £6,925 in the financial year for Gift Aided Small Donations (against the ceiling of £8,000).

Gift Aid donations for specific purposes came to £18,753 & special collections were £13,516.

The All Saints' Gift Day review triggered many generous responses: 23 made single gifts totalling £11,220 & 10 started or increased their Planned Giving which will amount to £1,920 in a full year. However, there were also several reductions, amounting to a potential net drop of £5,016 a year.

The Christmas Fayre had to be cancelled, but other fundraisers, including Afternoon Teas, re-imagined Tree Festival & the Cook Book raised £2,335.

The total tax reclaimed for the year was £39,749.

We are extremely grateful for to all who are part of Planned Giving. There are over 100 families & individuals who are committed to making regular contributions to All Saints. This pays for the running of the Church & also enables the ongoing work of All Saints in the community. Your financial commitments not only pay the bills, but also mean that we can plan ahead & fund the important ministries of the Church. **Thank you!**

Regular giving is vital to the Church & very gratefully received, so if you would like to join, increase or have any questions, please contact me.

Please also remember that, if you are a UK Income Tax payer, when agree to Gift Aid, or use a yellow envelope, we can claim an extra 25% on your gift for the Church, without extra cost to you.

I am truly grateful to Chris for taking on the Planned Giving Secretary role in such a keen & thorough way. Particular thanks are due to Doug, who has given many years of service & advice in the Planned Giving Secretary role. I continue to be indebted to Barry for his immense ongoing work, to Hugh & Lis for their support & financial responsibility, as well as to Jean for her continued help.

2021 continues to bring many challenges, but also opportunities for us to be Church: worshipping together (online & in person) & finding new ways to engage with the wider community.

John Lord

Education & Discipleship Report

Currently, we do not have a nominated person to take the lead in this facet of ministry at All Saints. However, the SLT is looking at ways of integrating learning and the equipping church members in the following ways:

- Ensuring that the Small Saints families continue their discipleship journey.
- Enabling education / learning to be a normal aspect of church life with a broader range of discipleship activities.
- Expanding education / learning / discipleship through a year-round programme.
- Attracting people by evangelism and our discipleship programme.
- Actively engaging online 'members' of the congregation including Faith exploration, learning and discipleship.
- Deepening spiritual life in the congregation/community so that we do not simply become a social organisation.
- Being proactive in tracking life events not only baptism, confirmation and marriage, but throughout the discipleship journey, including marking other life events such as key birthdays, becoming a teenager, coming of age.
- Maintaining our memorial programme and become known for our excellence in support around bereavement.

The Reverend Hugh Ellis

Buildings & Fabric

Due to COVID the fabric group only met twice (over TEAMS) in 2020. This has been a difficult year and with the church being closed for a lot of the year, most fabric projects have been put on hold. When we come out of the third lockdown we hope to get some of the projects on track again.

Items in the agenda during 2020 have included:

- Whilst the church was closed, we were able to carry out some routine maintenance to the west end doors. These have been sanded down and varnished.
- Phil Hynard and Andrew Winton spent some time over the summer waxing the pews in the lady chapel. The wood was very dry and this job will need to be done regularly.
- The lightening conductor suffered some vandalism and was pulled from the wall at the west end. We have arranged for a vandal guard to be fitted over the lower parts of the conductor to prevent any further vandalism.
- The Asbestos Report has been received and this as expected revealed some asbestos in the casing of the organ. This will be removed as part of the organ restoration.
- The 4 wooden statues in the church were given a good clean and polish by David Snoxell to keep the wood in good condition.
- The Shelburne Memorial is in need of some attention but it has been decided that other repairs to the church are more urgent and this has been put on hold as the cost of the clean is several thousand pounds.
- Barry Titchen is liaising with our fire officer and a crafts person with a view to installing a new gallery door on the mezzanine.
- The flagpole and ladder leading thereto is in urgent need of repairs and we are liaising with a steeple jack with a view to obtaining quotes for this repair work.
- Sadly we had some vandalism to the Victorian window in the lady chapel during the first lockdown. We have made a successful claim on the insurance for the repairs and are in the process of arranging the repairs after obtaining a faculty for the work.
- The SmartWater will be applied to the external metalwork once the weather has picked up in late spring.
- The quinquennial report was received in February and we are in the process of digesting the content and preparing a schedule of work.
- We have now obtained a faculty for a fire alarm warning system to be installed for the ringing chamber and bell tower. A suitable system has been sourced and we hope to have this fitted shortly.
- We have successfully sold 7 Totteridge Road and are now looking to replace this with a more modern property which will be let to tenants as a source of income.
- The Tenants at 3 Castle Place are currently on a rolling tenancy but they anticipate rearing at the property for the whole year.
- An electrical safety has been carried out and we await the report. It is anticipated that some repair work will be required.
- We have a pair of peregrine falcons who are regularly seen on the church tower. It looks as though they may try and nest this year and we are keeping an eye on things as Peregrine Falcons are category 1 protected birds.
- Discussions are ongoing on how we move forward to repair the south porch.

Jennifer Cartledge

West End Re-ordering - An Update

Yes, despite appearances, there are still some minor outstanding works that are currently being addressed. During the past year, two follow-up projects have been initiated; installation of a fire alarm and warning system for the ringing chamber; and, construction of a replacement door from the west end gallery onto the tower spiral stair case. Currently, both projects are in the planning stage but should come into fruition during 2021. Both are related to fire safety issues to ensure that anyone in the ringing chamber has an adequate fire warning and a smoke-free way of escape should there be a fire in the main body of the church or in the gallery. An added bonus of the gallery door is that it will prevent warm air from escaping from the church.

Both projects are funded from the appropriate project cash set aside.

Patricia Newton
(Bellringers Captain)

Barry Titchen
(West End Project Officer)

Oakley Hall

The Oakley Hall trust is a trust separate from the PCC under which the PCC is the managing trustee. It has the benefit of a lease of the Oakley Hall ("the OH lease") for 250 years from 1973 at a rent of £1 (plus insurance). The trusts include the use of the Oakley Hall as a church hall, parish rooms, and for any religious, charitable or educational object, but with the proviso that should the premises be required for the accommodation of a unit of the Church Lads Brigade then provision should be made for them.

Apart from the church offices and the five parking spaces which are granted in the lease, the facilities of the building are seldom used by All Saints (except for Ark). We do however provide essential facilities for Wycombe Homeless Connection, CRUSE, DrugFam and the All Stars preschool. We also provide facilities for other organisations when requested, for all of which we make a charge.

Because of the quarantine restrictions imposed during most of the year, some of our clients have been inconvenienced, but thanks to the efforts of Thistle, they have all been satisfied with what we have been able to do to ameliorate the situation. None of the planned refurbishment was begun and this leaves us with a considerable backlog for consideration in 2021, including inter alia, renewal of the four toilet facilities and the completion of the asbestos requirements. As soon as the committee can meet, we will arrange for a start to be made as soon as possible.

Trevor Flower.

Communication

Our use of online tools has increased dramatically over the past year with services available on Zoom and via livestream - an enormous thank you to Derek Lancaster and Barry Titchen on the technical team, to my fellow Zoom hosts Sue and John Lord and David Knights and to Jackie Lock for her unstinting work putting together all the service sheets.

Although we all love being together in the church, one benefit of online worship has been the chance to develop different types of media including animated gospel readings and greater input from our younger congregation. It has been lovely to spend more time chatting and catching up with members of our congregation via post service coffee breakout rooms and we have also been able to reach a wider community including friends and family in other parts of the UK and overseas.

The use of our website and Facebook to keep the local community up to date with our services and activities has been crucial. For Easter 2020 we were able to offer an online Art and Reflection series, various activities for families as well as a virtual Overnight Watch on Maundy Thursday.

For Christmas 2020 we were able to stream our carol services and keep people up to date when plans had to be adapted at short notice due to changes in Covid-19 guidance. We were delighted to spread some festive cheer with our virtual Advent Calendar offering a carol a day sung by members of our choir as well as our online Christmas Tree Festival. It was also fantastic that we were able to light the West end window as part of the Wycombe Christmas Light Festival.

Not all our communication is online! I am very grateful to Thistle Martin who each week writes to those in our congregation unable to access online services and materials. The All Saints buddy system has also brought comfort and support – particularly during the first lockdown.

Outside the church building we have made use of the boards in the church yard to create family friendly discovery trails for Remembrance and Advent and our Christmas memory tree with ribbons was much appreciated by the local community.

Going forward, I will continue to support the development of all forms of media to further engage our congregation and wider community. If you would like to share updated details of your activities and groups or publicise a social or fundraising event, please contact me via lisburns@hotmail.co.uk.

Lis Burns

*Website: www.allsaintshighwycombe.org
Facebook: www.facebook.com/AllSaintsHW
Twitter: www.twitter.com/AllSaintsHW
Instagram: www.instagram.com/allsaintshw*

All Saints Parochial Church Council

During 2020, the PCC met 6 times (once in person and five times using the Zoom platform) and conducted business via email.

Lis Burns temporarily acted as PCC until October 2020 when I was elected and assumed the role after the annual meetings.

The 'in person' meetings have traditionally begun with Eucharist allowing a time of worship together. Naturally, this was not possible for the meetings that were held on Zoom, so these began with prayers and a time for private reflection and ended with the Grace.

The formal business included reports from the various Shared Leadership Team (SLT) task groups: Mission & Evangelism, Worship & Liturgy, Children, Youth & Families, Stewardship & Finance, Buildings and Fabric (including Oakley Hall), Pastoral, Education & Discipleship and Communication along with Safeguarding and Churchwardens updates.

In 2020 the PCC supported various projects and measures, some of which are noted below:

- Development of online worship and activities.
- Assessments and changes to procedures to ensure the church building and Oakley Hall are as safe as possible during the COVID-19 pandemic.
- Passing of resolution to suspend Communal worship when needed.
- Furlough of staff where appropriate.

We continue to strive to be a place where all can encounter God.

Philip Hynard

Safeguarding

The safeguarding team had 11 zoom meetings (monthly) during the year. The meetings mostly considered the management of the safety of church community while using on-line communications. The team are committed to on-line safety and preventative measures against the potential for grooming, exploitation or abuse. The team has risk assessed zoom events and meetings, with our children's minister following Diocesan guidance for all the children's activities.

The safeguarding meetings included the opportunity to reflect on previous safeguarding activity in the church and prompted communication with another parish and the safeguarding office at Church House, to share information and formally close concerns previous referrals.

The agenda for all safeguarding meetings will address any specific safeguarding issues, concerns for any family's well-being in order to consider how best to provide support and what actions may be needed and to consider any strategic planning for safeguarding arrangements in the parish.

This year we did not have reason to refer to statutory agencies regarding any children in the church although there has been sharing of information with other agencies to maintain well-being for our children.

The new safeguarding training package is available and all interested people need to log on to the Diocesan website and enrol for the relevant level of training. Many people have done so already. If any person providing services on behalf of the church is unsure as to what level training they require they can contact the parish safeguarding officer.

The Disclosure and Barring service application requests will be coming to all people in regulated positions shortly. We have completed 2 so far.

Actions for the coming year:

- Meetings 6-8 weekly for safeguarding team.
- Complete the update of DBS requests.
- Development of the website.
- Upload to GDPR approved recording system within the church office.
- Promote the training and ensure all those who require training have accessed the Diocesan training package at the appropriate level.
- Risk assessment of all activities returning to being live.

On-going work: to identify all the roles requiring DBS, to ensure training is provided to all those who have been unable to attend training last year, to develop the website with safeguarding having a high profile and organise.

Jo Norman

We have complied with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016 (duty to have due regard to House of Bishops' guidance on safeguarding children and vulnerable adults).