

Annual Reports for the Year 2019

To be presented at the Annual Parochial Church Meeting
Sunday 11 October 2020

Team Rector and Vicar of All Saints Associate Priest	The Revd. Hugh Ellis The Revd. Jackie Lock
Licensed Lay Ministers	Maureen Lampard Derek Lancaster Laurence Smy
Roger Vere Children & Families Minister	Robyn Connelly
Churchwardens	Elisabeth Burns Jennifer Cartledge
Deputy Churchwarden	Edgar Samuel
Hon. Treasurer	John Lord
Director of Music	Liam Cartwright
Parish Administrator	Helen Byrne to June 2019 Elizabeth Martin from July 2019
Church Activities Co-ordinator	Helen Biggerstaff to September 2019
Safeguarding officer	Jo Norman
Shared Leadership Team	
Mission & Evangelism	Liam Cartwright to September 2019
Children, Youth & Families	Robyn Connelly
Pastoral	Jackie Lock
Worship & Liturgy	Derek Lancaster
Stewardship & Finance	John Lord
Education & Discipleship	Elaine Dagnall from April 2019
Buildings & Fabric	Jennifer Cartledge
Communication	Elisabeth Burns

Vicar of All Saints - Review of the Year 2019

Introduction:

As ever, life at All Saints has been vibrant and diverse, enabled by a very able Shared Leadership Team, each one having developed their particular area of ministry fruitfully. Whether it be Liturgy and Music which includes the development of Arts & Spirituality, Children & Families ministry, Mission & Evangelism, Stewardship & Finance, Buildings & Fabric which has included the refurbishing of our two church owned properties, Education & Discipleship, Pastoral which includes Welcoming and Prayer Ministry, or Communications which includes social media, podcasts & our website development, all have worked harmoniously in partnership to create a dynamic environment which is having a significant impact, not only of those who access the church but of the wider community as well.

Changes through the year:

At the beginning of the year Robyn Connelly began her role as Children & Families Minister. She has settled in well developing the work most effectively and has been a joy to work with. In fact, the numbers at Small Saints increased to a level that more volunteers were needed to cope.

Also, our Administrator (of 15 years) wanted a new challenge and so decided to move on; we miss her of course. A new Administrator has been appointed and has settled in well both work-wise and within the team. In addition, for similar reasons our Activities Coordinator has moved on. Her post has been divided into Activities Team Leader and an Assistant. Both appointments have been made to commence in January 2020.

Lastly, our Director of Music (DofM) has been selected to train for ordination which he began in September. However, he has remained as our DofM with a reduced role, so there remains continuity as well as transitioning towards the appointment of a new DofM in 2021.

I am most grateful to the Church wardens who have partnered with me in the advertising and selection process.

Prayer & Worship:

This remains the central and vibrant heart of the church, underpinned by the daily offices and Eucharist which help to sustain the sense of the sacred in the daily life of the church.

Numbers at the Sunday 8am BCP service remain inconsistent (typically between 3 and 10); this variance has been, to a degree, affected by congregation members choosing to attend the 9.45am instead from time to time.

The 9.45am Eucharist continues to be lively with a diverse congregation with new people visiting (and some staying) most weeks. The average monthly attendance of regulars is slightly up again on last year's figures (average 114.25 adults plus 21.2 children based on normal Sundays; i.e. one's without baptisms or civic personnel present or festival services). The number of children has ranged from 12 to 34. Consequently, the attendance demographic is noticeably more balanced in age profile, the children and their families playing a significant role in the 'feel' of the 9.45am service in particular, younger families forming a major part of the congregation on some Sundays. Like the children, the attendance of our regulars is not predictable as, on a routine Sunday numbers have varied from 96 to 138.

The congregations of the 6.30pm Choral and Parish Evensongs remain steady, with regular visiting preachers at the Choral Evensong services.

In addition, the now well established 'Led by the Spirit' services are drawing more people (mostly those in some sort of church leadership) from the wider area and continues to be hugely appreciated by those attending – 'a moving and healing experience' (numbers have ranged from 45-80). It has been a particular joy and privilege to have our Archdeacon, Area Bishop and Diocesan Bishop preaching and presiding at three of these services.

The daily Morning Prayer and Eucharist as well as the Evening Prayer continue with mainly non-church members joining in frequently albeit not every week. But the Thursday 10am Eucharist has continued to grow slightly in regular attendees – having reached to 25+. Some, now regulars, come from other churches in town.

It has been a pleasure to have ordinands from Ripon College, Cuddesdon on placement with us again this year. They bring a great deal to us as well as, we hope, gaining much from journeying with us for a season.

Nurturing a sense of Church Community:

Whether it be the choir, craft groups, arts & spirituality workshops, a games group, the Community meal, the Mustard Seed café customers, the lunchtime concert attendees, Pilgrim Course or bible study groups, Ark, Engage, Small Saints, Women's Cultural Arena, the Men's fellowship group and social events, there are plenty of opportunities for people to engage with and feel a part of the community life of the church.

Sound System:

With grateful thanks to Derek Lancaster and the PCC's support, a new sound system has been installed to replace the previous one which was failing. It has significantly improved the quality of output and has enabled sermon recordings etc. edited for regular podcasts.

South Porch:

In December 2018, a man with mental health issues tore out the iron gate from its fixture in the South Porch causing some structural damage. Consequently, the porch had to be shored up with scaffolding to prevent possible collapse. Unfortunately, the loss of that as an exit meant that the church capacity was limited to 340. In the light of this, some £22,000 was spent to change the nature of the supporting structure to enable its use as an emergency exit. This was done in order to facilitate the Remembrance Service numbers and those of various school Christmas concerts etc.

Some of the stonework on the east face and entrance of the porch has been deteriorating for some 60 years and, despite costly research the cause of the damage has not been conclusively discovered, although uric acid salts and some poor quality sandstone are believed to be significant contributory factors. Some drainage work was done which has slightly reduced the deterioration rate. It is desired that the poor quality stonework is replaced and that south porch facilitated so that it can become a useable space as well as an entrance and exit. This could cost around £200,000 and so some serious fundraising will need to commence next year.

Fostering Wider Community Relations:

I thank God for particularly positive relations with the wider community, especially with the civic authorities, RAF High Wycombe, the Mayoralty and Charter Trustees and local councillors (of all persuasions). A number of them, including members of other Faith traditions, speak of All Saints as their church. This has been our prayer, to enable such a welcome for all that people have a sense of belonging and enjoy coming to civic services. In fact, an ex-Mayor and Muslim Counsellor felt that this church, rather than a mosque was the right place to hold a vigil after the killings in the Mosque at Christchurch, New Zealand.

The Missional Prayer Community continues to meet each Monday evening in the Quiet Garden area of the church to pray for the town. This is having a broad influence on the

town, in particular in church – town partnership activities. In addition, it is effective in facilitating a stronger sense of ecumenical belonging.

The annual Christmas Fayre was a great success once again with more stalls than ever raising well over £3,500 for church funds. As the town's Christmas lights switch on was focussed in the town centre, rather than in Frogmore, we had significantly more visitors to the church that evening than in previous years; many of whom came, as ever, to light a candle, look around the church, have some cake or find some quiet to sit and reflect.

Once again, the Christmas Tree Festival has significantly increased the footfall into the church as well as engaging all the organisations which have decorated each of the 30 Christmas Trees. We have received so many positive comments and it's always a delight to meet new people visiting the church for the first time as a result of this Festival. We're so grateful to Lis Burns, Thistle Martin and all those who volunteered to steward the Festival and staff the Café.

Furthermore, the services on Christmas Eve and Christmas Day were delightful (totalling 636 adults and 85 children – Cf. 602 & 62 respectively last year) and for the third time we hosted a Shoppers carol service on 21st December to help enable the Christmas story to be heard by more local people. This was well attended once again (about 100) – clearly meeting a need and was much enjoyed and appreciated.

Looking ahead:

We look ahead to the New Year with hope and trust that God will, as always, do more than we can ask or imagine. Through all the chances and changes of life we see God's love and faithfulness at work and so look forward with faith.

We expect to have an Assistant Curate, his wife and two children join the Ministry team in the summer. He is someone who has an outward looking focus and wishes to be actively engaged in the wider community – something which we particularly need at this point in the town's context and All Saints church's history. We look forward to sharing ministry with him.

In addition, we are exploring ways to engage more volunteers in support of a greater expansion of our mission and to nurture a greater sense of Church Community and Fellowship. This includes seeking more 'Welcomers' and café volunteers enabling us to keep the church open for longer periods with the café available every day. This is a priority in the job specification of our new Activities Team Leader and Assistant who begin at the start of the New Year.

Last but not least, I am remain particularly grateful to our Associate Priest, Jackie, who as ever, ensures that so much is done with regard to Pastoral Care, Prayer/Anointing Ministry and welcoming as well as countless other detailed things which I have asked her to do - all done so willingly and without complaint. Much would not be completed without her input, support and many reminders of things that I might well otherwise forget. I'm pleased that her Licence continues to remain in place, at least until 31st October 2020.

Addendum:

Although this is a report up to 31st December 2019, it seems inappropriate to leave it there, considering such significant developments this year to date. (I write after lockdown).

On a personal note, I'm so grateful to God and to you all who have shown me such kindness over the last year since the onset of osteoarthritis in my right hip. Your love and care have moved me and I feel deeply blessed. Being able to walk again without pain is something I appreciate so much now. In addition, I'm so grateful to Jackie for holding the fort along with the Shared Leadership Team who have done such an excellent job in my

absence. Of course, there is a huge swathe of volunteers in addition who do so much, so faithfully and without complaint. What an inspiration you all are!

And then came 'lockdown! So much to adapt to as new rules and regulations came from our Government as they seek to reduce the rate of infection from COVID-19. And with such change and loss of routines comes the psychological effects of grief. However, with the work of Thistle, our Administrator, and Penny, our Activities Team Leader, we are enabling and coordinating more volunteers than ever to work in partnership with other organisations to help the most vulnerable during this testing season. We pray that we may be a blessing to the wider community especially at this time.

So we aim to take each day as it comes, trusting in the guidance, guarding and keeping of God our heavenly Father.

With much appreciation and ongoing prayers,

The Revd. Hugh Ellis

Mission & Evangelism

The following reports provide an insight into some areas of our Mission & Evangelism work during 2019.

Arts and Spirituality

Arts & Spirituality Days

Because of my commitments with my final year of university, and then my starting my new job, I arranged fewer Art and Spirituality Days since our last APCM in April, some of which followed on from days which proved successful last year.

A second Calligraphy Day again led by Jenny Ellis, where participants learnt different mark making techniques, including using watercolour and masking fluid to decorate calligraphy pieces.

'Faith and the garden, fruits of the spirit', jointly run with the Women's Cultural Arena, was another day planned as a follow on from a successful day last year. Once again, the day began with a guided meditation period, led by Jackie Lock using the senses. This was followed by individual and group art activities linked to gardens. This included creating flower fridge magnets, tree of life pendants and a joint tree of life prayer artwork. This picture was then placed in the quiet garden for visitors to continue to use for prayer.

Another Children's craft day, led by Pat Lea welcomed children and families to drop into the church building to try different creative media, including clay.

The final two Arts and Spirituality days were planned with artist Laurie Christie to explore the meaning of Saints and saintliness. The first day, 'Exploring Saintliness' was a creative day where a selection of art and calligraphy activities linked to saints were provided for visitors to create installations for the second day. Some activities were connected to the saints linked with All Saints' and some were wider ranging and explored what it means to be Saintly.

The second event 'Saints alive' was an evening installation with stations set up in the church using the art works that had been created and light. Visitors were given a guide to the installation, providing ideas for contemplations at each station. The light installation was initially planned to be open for one evening and while the church was open for the following week. However, it was decided that the impact after dark was so great that we

would open in the evenings as well. Opening the church in the evenings brought new visitors to the church who came in after work, many of whom found comfort in the peace of the building and in the chance to contemplate.

Christmas Tree Festival

This was the 6th Christmas Tree Festival that Lis Burns and I had arranged in church. This year we were pleased that the trees were sponsored very quickly, and we had number of new sponsors for trees. As last year, visitors said they now include a visit to the festival as an essential part of their Christmas – a place to find peace and quiet away from the commercial bustle of town. As part of the Tree festival, Joc Lucas, Robyn and I ran a children's Christmas art day, where we welcomed children and families, and enthusiastic pupils and staff from a local nursery on their last day of term.

Installations

As in previous years, Lis Burns, Ros Fleck and I have planned and created installations in the quiet garden to reflect the church year. I have also set up a number of art and prayer installations around the building. These have included the Advent, Christmas and Epiphany installation at the font, A lot of thought is given to all the installations so that they either reflect the church year or respond to an event or discussion.

Forward planning

At the beginning of this year, Hugh and I had been in the process of planning another multifaith art day to involve all the community and local schools. We had been hoping to involve different artists and art disciplines in an event in September but obviously this has been put on hold due to the Covid-19 outbreak.

I have also been planning to arrange some other events; a photography exhibition, possibly an icon painting day (depending on the cost) and the opportunity of an art gallery where local schools could display work. I would welcome any suggestions of art and spirituality

Thistle Martin

Mustard Seed Café

The Café welcomes our community into the church building during the week and provides a chance for visitors to enjoy delicious refreshments in a peaceful space.

Any funds raised are used to support All Saints projects and outreach work.

Our volunteers are the heart of our café – thank you to you all but especially to Anne Le Breton for her guidance and support during the vacancy in the Church activities coordination team. We would love to hear from anyone who would like to be involved in this vital hospitality role.

Lis Burns on behalf of the Church Activities Team

Mustard Club

The Mustard Club is now firmly established as part of our outreach into the local community, serving people who are vulnerably housed and who find themselves on the margins of society. Often this is a result of loss of employment, relationship breakdown, illness, mental health or lack of housing security and we are very conscious of the fact that it could happen to anyone of us at any time. We seek to provide an oasis of warmth and acceptance for one evening a week in what is often a very bleak existence.

It continues to meet every Tuesday evening, with one exception this year, New Year's Eve which fell on a Tuesday. Many of our guests were in temporary accommodation at this time. On Christmas Eve we provided a meal courtesy of McDonalds, augmented with soup and cakes . This was in the Oakley and much appreciated by the relatively small number of guests who attended. Our guests benefitted from two Christmas dinners this year, one in the Oakley Hall was provided by Maz, one of our regular cooks from the Asian Community who usually delivers the meal on the first Tuesday of every alternate month and the other in the church by two of our regular cooks. Both meals were greatly enjoyed by guests and volunteers alike and we all appreciated Hugh and Jackie coming to join us in the church. We all missed the special ambience created by the Christmas trees in the church this year but once again we took part in this special event and decorated a tree with sleeping bags and tubes of mustard to represent the Mustard Club. We added a quiz this year as it is our tradition to end each Tuesday with a quiz whenever possible and are grateful to both Mick, one of our guests and Fran and Ray our volunteers for providing these.

We are all grateful to John and Barry for taking care of our finances and for the reassurance that any shortfall in our funding will be met by proceeds from the cafe. We again made a significant sum collecting outside Waitrose just before Christmas and Marlow Church of England School again donated the proceeds of their carol service. Cooks do not always charge for food and from time to time we get donations of biscuits chocolates and coffee . We often receive generous donations of clothing, books and other items which are made available for our guests during the evening. This year we have benefitted from donations of sandwiches and cakes from Wenzels the bakers which we collect just before seven and distribute to guests as they leave....it is particularly useful for the small proportion who take them to work the next day. We never forget that we are indebted to the church for the use of the building and seek to use it with care. Our guests regularly light candles and have a quiet time of prayer together when there is a need. The meal begins with a prayer and a 'thought for the day'. We have a comprehensive check list for the kitchen and toilets which are filled in at the end of each session to ensure that everything is left as we found it.

One of the highlights this year happened when the labyrinth remained in the church after one of the Art and Spirituality events. Several of the guests were accompanied around it and their engagement with it was deep and profound. We never underestimate how much we all appreciate the atmosphere of the church and the guests respect the building at all times.

Sadly, this year we lost three of our guests and for each one we held a short memorial service before the meal when they were remembered, and their friends had the opportunity to say a few words. A photograph is placed in the church where anyone can add their messages One such guest was Terry Johnson who worked on the market and just before he died we had given him a birthday card and it brought us up short to see how much he appreciated such a small thing. We must never forget that small insignificant acts of kindness and respect for individuals as a person of worth can mean so much to those who have so little.

It has been a very successful year not least because more of our guests are getting involved in the running of the club and along with our regular volunteers, we are creating a real community. Thank-you for giving us the opportunity to serve in this way.

Sheila Doig and Chris Lamb

Craft Group

The Craft Group was formed in January 2018 with a small group of like minded individuals – all with some free time on occasional Sunday afternoons, to drink tea, eat cake, chat and craft together. During this time a total of 25 people have come to enjoy the company, learn basic handicrafts such as knitting and crochet, as well as trying for example the less familiar medium of needle felting. On average 10 have attended per session.

The group was set up with 3 strands at its core:

1. To fund raise by making and selling our crafts;
2. To be welcoming to all – not just those from All Saints;
3. To learn, and sometimes challenge ourselves with new skills.

The group has been self funded from the beginning. We each put £1 into the kitty every session, taking turns to bring cake, based on a rota. Our first Easter we needle felted Easter eggs and nests, which were sold after the morning service. The money raised was put towards buying resources for future projects.

The next project involved taking advantage of the lavender stalks harvested from our gardens to make 'lavender bottles' for ourselves.

Sewing and selling felt poppies was an enormously rewarding project, enabling us to send a substantial donation to the Royal British Legion in 2018 and an even bigger one in 2019.

Reusable produce bags, made from netting (an alternative to plastic bags), fabric baubles and beeswax wraps were all sold at the Christmas Craft Fayre benefitting All Saints.

Expanding our horizons, we have supported a nationwide project sewing 'Little Dresses For Africa'; knitted colourful octopus intended for premature babies; knitted 'Twiddle Muffs' for dementia patients; felted soap; sewed 'Morsbags' (recycling fabric into shopping bags) and needle felted small pictures.

We are always on the look out for new crafts, new outlets and new crafters, and look forward to being able to sit, post Covid, to eat cake, chat and craft together once again!!

Helen Cousins

Children, Youth & Families

The year 2019 was most definitely a year of learning and developing a very exciting ministry with the help of many able volunteers and helpers

Ark, which ran on a Sunday morning from 9:45 – 10:20 during the term, grew from strength to strength. We generally catered for children of primary school age, however we found that a few secondary school children chose to remain attending Ark and were a great asset to the group. Our pre-schoolers and toddlers that accompanied our parent helpers also enjoyed taking part. Children enjoyed the ability to engage with God's word in an interactive and fun manner which was often lectionary based; reading Bible stories, singing (led by the talented Heather Jordan on the piano), games or Q&A sessions, crafts and prayer. I was well supported by a team of willing parent volunteers and recently created the position of 'young helper' which allowed the older secondary school children to take a role in providing practical help and guiding the younger ones by setting a good example.

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 flourished, both with higher numbers attending and with more established friendships developing amongst those that attended. All are very welcoming to newcomers who over the year became regulars. We had a good mix of people – very often a third All Saints members, a third members of other churches and the final third those that do not currently attend any church. We explored Bible stories through interactive storytelling, roleplay and craft. We also had a very active singing session. The children enjoyed the playtime and the adults enjoyed a warm drink and chat. Our snack time at the set table was also a highlight.

The Engage group (Year 9 and above) met alternate Thursdays led by me and supported by Will Knights until September and then after that, 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. We had our annual trip to Greenbelt over the Summer holidays which proved to be an absolute highlight (although it was extremely hot!) and it was great to see the friendships and teamwork develop over the course of 4 days in a challenging environment. The Encounter group (Year 6 – 8) entered a fallow period due to little interest at the time.

There were a great many activities out in the community, school visits being the main one. Clergy collective worship was done on a rota basis with the rest of the Wycombe church team and it has been a real blessing being involved in the creating of the themes and wondering questions for the assemblies and the presentation thereof to the children and staff. Kite Ridge School provided students for work experience at All Saints, coordinated by Helen Biggerstaff and myself, and I visited Kite Ridge on a half termly basis to support them in providing religious assemblies appropriate to the needs of the students there. Termly visits to the upper and lower departments of Godstowe School continued throughout the year and successful school visits and a Leavers Service also took place.

The All Saints connection with Lighthouse High Wycombe was firmly established with very kind donations from the congregation. I was the 10+ Age Group Leader and we had several All Saints members fulfilling different roles during the week. It was a great success!

Despite a rocky start to the Advent preparations due to the uncertainty regarding the maximum numbers permitted in church, we had a blessed season with very successful school carol services including those of Hamilton, Godstowe, High Wycombe Church of England School, RGS and WHS. We had two preschool visits during that time too, namely All Stars and Bowerdean. Our 'Christmas Light Switch On' crafts and crafts during the Tree Festival were well received. The Christingle and Crib Services were well attended and a blessing to all involved. I want to again thank everyone who supported me during this period, particularly due to having no Activities Coordinator at the time and it being my first experience of an All Saints Advent.

The year 2020 started in a similar fashion to where 2019 finished with many successful group activities, sessions and All Age Services. Many ambitious plans were put in place for occasions such as various school visits, St. George's Day, Holy Week and even closer links with numerous schools in the area by involving the Arts and Spirituality department of the church among various other initiatives.

Unfortunately the Covid-19 pandemic has scuppered the majority of those plans and the early part of 2020 has proven to be a similar steep learning curve both for myself and also for the rest of the church shared leadership team to ensure that people still are able to access church activities while adhering to social distancing guidelines. This has led to an increased use of platforms such as Facebook and Facebook live, Zoom conference

calling and various other methods of virtual contact. Facebook live and Zoom were used for Holy Week family activities and we have since started up 'Ark on Zoom', 'SmAll Saints at Home' and 'Engage on Zoom' which allow for virtual interaction with families while adhering to strict online safeguarding practices. From the responses to the surveys on the effectiveness of the sessions, it shows that these sessions are appreciated by the families in these uncertain times.

One of the benefits of the increase use of virtual connections is the complimentary training opportunities available that would previously have been exclusively for those able to travel and often at significant cost. I have attended and signed up to several various webinar events to increase my knowledge and skills, both in areas of children's ministry in general and ministry specific to the current crisis. There are also several resources available that would previously have been on subscription only that are now currently free of charge which are proving to be valuable in supporting this ministry.

Robyn Connelly

Pastoral Care

Pastoral Care touches on many aspects of our ministry within All Saints' and beyond. Prayer is at the heart of all we do. Prayer ministry is an integral part of the Parish Eucharist and the occasional Led by the Spirit services where it continues quietly and is much valued by those who come for prayer and anointing. Ongoing training for this ministry is important and with some new members joining the team we grateful to the Revd Joanna Gallant for offering further training session, hopefully later in the year. Many thanks also to Sue Lord for organising the rota.

Following on from the pastoral care course held at St Andrew's in 2018 which some people attended we were able to offer the Well-Prepared Course, six sessions on preparing for the end of life. These ranged from practical sessions thinking about wills, planning a funeral, and end of life care to spiritual matters. Some aspects of these sessions proved challenging, but they were well received.

The small Prayer Guild continues to meet monthly, praying for around 40 people who are sick or in trouble, as well as praying for people in ministry and groups at All Saints. A Christian Fellowship group has been started at Hughenden Gardens Village, with 20 people meeting weekly for fellowship and prayer, and to sing hymns and choruses and hear a short Bible talk.

Many thanks to Vanessa Wright for her faithful work behind the scenes organising the welcomers' rota, keeping notes of our termly meetings. Vanessa writes, "our team of welcomers have continued to welcome our visitors to the church and café every day from Monday to Saturday. Each visitor is special, and it is always a joy to welcome visitors from different countries and different faiths, and to be available for a talk, to listen, and perhaps pray with them. We were there at events such as the switching on of the Christmas lights and the Christmas Tree Festival; both were opportunities to give out the cards with details of the Christmas services. We have been fortunate to acquire two new welcomers this year but can always do with more. Penny Justice, our church activities coordinator, has taken over the care and responsibility for the welcomers"

It is always a great joy to welcome families for baptism which usually takes place during the Parish Eucharist as it is important that the All Saints' community is present to welcome candidates. Funerals are another important aspect of our pastoral ministry at All Saints' and offer an opportunity to share the good news of Jesus with those attending. Most of the funerals we conduct take place at the crematorium and are for people who live in the parish. Some wish to have a service in church, but whatever people choose it is a privilege to be alongside people in their grief.

We continue to offer safeguarding training to all volunteers engaged in any aspects of pastoral ministry. Jo Norman, our safeguarding officer will be offering a course again this year for those who have recently become involved.

We would like more volunteers to join the team of welcomers and prayer ministers as well as the Prayer Guild – please have a word with me if you feel God is calling you to one of these ministries.

The Revd. Jackie Lock

Worship & Liturgy

Planning and delivering our worship at All Saints takes a lot of hard work by many people, which continues to make All Saints a place with a really good reputation for our welcome and our services.

The last year saw numbers overall fairly steady, but we are seeing fewer people at the early 0800 Communion on a Sunday and more at the Thursday Eucharist. At Evensong and at our 'Led by the Spirit' Eucharists we had a number of visiting preachers.

We continued to encourage a range of worship to suit all tastes, and to offer a good balance of traditional worship based on the *Book of Common Prayer* and more contemporary worship using the resources of *Common Worship*.

Thank you to everyone who helps in so many ways to make our building and our worship special, and a place for our whole community to encounter God. Please continue to pray for the flourishing of all our liturgy and music at All Saints.

Derek Lancaster

Bellringers

Following her retirement from work at the end of 2018, Gill Blair took up bellringing. She has made tremendous progress and is now a valued member of our Sunday service band. We were pleased to welcome Revd Kevin Lovell in the summer when he moved to Prestwood as assistant curate. Having rung for many years in the past, Kevin is a great asset but his duties on Sundays mean that we don't see as much of him as we would like. Sadly, it is rare for us to ring all twelve bells, except when ringers are brought in from outside, so we could really do with some more new recruits to train. However, our band does include several very experienced ringers, so we are often able to produce high quality ringing on lower numbers of bells and we always appreciate the positive comments that we receive from members of the congregation on Sunday mornings.

During the year, with the help of Philip Hynard, we have been investigating the possibility of installing a fire alarm system in the tower to alert the bellringers in the event of a fire in the church. A suitable system has been identified and a faculty has been applied for.

We enjoyed reasonable success in striking competitions during the year, winning the East Berks and South Bucks Branch 6-bell contest at Turville and coming 2nd behind Abingdon in the Oxford Diocesan Guild 6-bell contest at Chalfont St Peter, and came 2nd again in the Guild 8-bell contest at Great Brickhill. In the local Branch knock-out contest, the "B" band narrowly beat Hughenden to qualify for the final where they came 3rd out of seven teams. We took part in the National 12-bell Striking Contest again but were drawn to ring in the eliminator contest at Leeds where the heavy bells proved rather too challenging for us and we ended up being placed 6th out of six teams.

1979 must have been a popular year for weddings. Quarter peals (50 minutes continuous ringing) were rung to celebrate the Ruby Wedding Anniversaries of Rev'ds Jenny and

Hugh Ellis, Annie and Cliff Davies, Bev and Charles Botting and Vinni and Dave Sullivan. Other events rung for included the first wedding anniversary of Meg and James Vockins, the "Weighing-in" of Cllr Maz Hussain as Mayor of High Wycombe and the switching on of the Christmas lights. We would be pleased to ring for any special occasion that members of the congregation would like to celebrate.

Wiltshire was the chosen venue for our annual ringing outing on 13th July. The tour started at Chiseldon then took us to Liddington, Wanborough, Purton and Lydiard Tregoze. Ringers and partners also enjoyed their annual dinner in March at the Grouse and Ale in Lane End.

The handbell group was again significantly augmented by members of the choir. We rang carols at the start of the All Saints Christmas Fayre and outside Lloyds Bank just before Christmas, collecting £52.56 for church funds.

Patricia Newton

Flowers

We are managing to finance the flowers as a result of kind donations and the support of several loyal flower arrangers, thank you.

We would welcome more volunteers to help. We can give some training in flower arranging if you don't feel confident in your arranging skills. A workshop was due to be held in early summer but has been postponed due to the Covid-19 crisis.

Now that Brexit has happened the price of flowers from Europe (where most of our flowers come from) has gone up considerably. So please keep giving generously so that we can keep enhancing worship within our beautiful church building.

Again, we would like to thank Mark Johnson for looking after our finances.

Pat Lea & Janet Pearson

Music

The year was another busy one for our choir and musicians. The choir continued to lead singing at the Parish Eucharist and at Choral Evensong twice a month, as well as at all the special services for festivals and feast days. Our repertoire continued to be broad, from plainchant to contemporary with the solid choral foundation of the nineteenth and twentieth centuries in between. We've sadly said our goodbyes to one or two members and gained one or two new ones during the year too. New singers are always warmly welcome to join us, of course.

Our lunchtime concert series also continued, offering the opportunity to both professional and student musicians from London and our own area.

We were not able to progress the organ appeal during the year due to the pressures on resources, but the fund continued to grow little by little, and we look forward to pursuing this next year.

So overall our music continues to be of high quality and calls a great number of people to engage with our mission to bring people closer to God.

Liam Cartwright

Servers & Communion assistants

We usually have a team of people who assist during the Sunday services and other special services but at present due to COVID-19, these tasks are being performed by the clergy.

Many thanks to all who assisted on a regular basis in 2019 and for their dedication in this service for the Church.

Chris Cunningham

Sidespeople

At present, there are 32 people on the list. All are issued with a rota and a list of duties together with a name badge. Those who are on duty for a service are expected to be in church in time to collate and provide materials such as service sheets, hymn books and notices and make sure they have a basket/bag and the contactless card reader available for the collection.

When there are special services, ordinations, confirmations, Easter, Christmas, etc. extra people are often required, and other members of the congregation are welcome and encouraged to assist. Such services are made known in advance and a list is made available for people to volunteer.

After the service, the sidespeople are expected to check and tidy the church. Sidespeople usually also count the collection and Gift Aid envelopes – this includes the weekly and monthly envelopes and is completed by 2 people.

For some years, a convivial evening has been hosted by the churchwardens to give the team the opportunity to meet each other on a social basis.

If members of the congregation who feel unable to commit to a particular Sunday in the month would be prepared to be a “floating” sidesperson, they would be most welcome. Please contact me if you require any further information.

Thank you to all who assist.

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 2019, the members were: John Lord (Chair), Doug Peirce (Planned Giving Secretary), Barry Titchen (Deputy Treasurer), Antony Wright, 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 & Doug’s Planned Giving report.

Total income for the year was £280,860, whilst expenditure was £265,343, giving a headline surplus of £15,517. There were also losses from revaluation, making a **Total surplus of £14,093**. 1-off project donations of £24,990 & council grants of £7,065 were largely offset by £31,531 of project spend on South Porch emergency exit & the sound system. So, from a “routine” (non-project) point of view, fundraising & the generosity for All Saints’ Day, led to a Budget Item surplus of £14,993 on regular activities.

Thank you to all who were able to respond so positively, throughout the year.

Planned Giving: Standing order gift aided donations in the year were £91,766, an increase of £2,749 versus 2018. Envelope scheme gift aided donations were £6,615, £1,581 less than 2018. Overall the planned giving gift aided numbers increased by £1,168. Non gift aided Envelopes and Standing Orders were £12,133, a decrease of £951 versus 2018.

Irregular giving via GA Yellow Envelopes amounted to £5,856 versus £4,892 in 2018. The ceiling of £8,000 in the financial year for Gift Aided Small Donations will be reached comfortably. Gift Aid donations for specific purposes came to £19,163 & special collections were £18,245.

The All Saints' Day gift review triggered many offers of financial help: 16 new or increased Planned Givers which will amount to £4,504 in a full year & 27 single gifts totalling £9,670. Although there were also lost Standing orders amounting to a drop of £1,320 per annum. In addition, there were £5,320 of donations specifically for the improvements to the sound system.

The Christmas Fayre & Tree Festival were our major fundraising events in the year also great successes & raised over £6,652 between them. In total, special collections from fundraising or for other organisations came to £20,101. 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 day-to-day 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!**

All regular giving is 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 you complete a yellow Gift Aid envelope, we can claim an extra 25% on your gift for the Church, without additional cost to you.

I'm grateful to Hugh & Lis, for their financial responsibility & support. Particular thanks are due to Antony, who has given service, both as Treasurer & to this team, since Michael Roberts was vicar! I continue to be particularly indebted to Barry, Jean & Doug for their dedicated & reliable service.

Thank you to all who give their time to support the church & help raise funds through the year.

2020 has brought many challenges to how we worship and engage with each other. Yet, these are also opportunities for new ways for us to be Church and provide support to the wider community.

John Lord

Education & Discipleship

First of all, I would like to thank Daphne Dru for all her efforts and commitment in the role of Lead for Education and Discipleship, especially whilst the role of Children's and Families' Minister was vacant. I took over from Daphne in April 2019 after the AGM.

As I have a full-time job, I had to do a realistic assessment about what I could achieve in my first year in the role. I have a real heart for people to know more about Jesus. Much of my first year has been to gain an understanding of how All Saints and especially how

the Shared Leadership team operates. I am keen that we have a coordinated approach to church activities and there is a need for collaborative working across the Shared Leadership Team as many areas of responsibility overlap.

Unfortunately, health issues during the autumn prevented me from progressing some of the expected tasks and activities. However, key tasks achieved in 2019 were:

- New pages on Discipleship have been set up on the All Saints website. These include information and guidance for individual discipleship as well as information on group study.
- We re-ran the first Pilgrim course “Turning to Christ” over six weeks during September/October 2019. I ran an evening course and Penny Justice, supported by Robyn Connelly, ran a day-time course. Whilst attendance was small, participants appreciated both the learning experience and meeting together as a group to explore their faith further.
- The “Arundel Road” House-group has continued to meet monthly at my house, ably led by John and Sue Lord, and focused on New Testament letters: Jude and 1 & 2 Peter. The group membership has remained stable, limited only by the size of my lounge.

A concern has been the level of participation and engagement with some discipleship activities and I have been keen to find out what people at All Saints want in terms of support for personal discipleship in addition to attendance at services. However, the developing plans for 2020 have been somewhat overturned by the Covid-19 crisis. The intention is (still) to set up an Education and Discipleship Task Group at some point to coordinate and review activities. It may be that All Saints now can review how we present discipleship opportunities, especially to include perhaps more online delivery of courses and other kinds of engagement to complement more traditional approaches to ensure greater participation.

Elaine Dagnall

Buildings & Fabric

The fabric group met 4 times over the past year and maintenance of both the church and our rental properties are high on the agenda of both the fabric group and Churchwardens.

Items in the agenda during 2019 and the early part of 2020 have included:

- After the faculty process the Burmese Star Standard was erected in All Saints.
- Fire safety for the tower and for our bellringers is very important and we are trying to source a suitable fire door for the mezzanine level. So far quotes have proven to be very expensive enquiries are being made with other companies to obtain quotes. A fire alarm warning system is to be installed for the ringing chamber and bell tower. A suitable system has been sourced and there is currently a faculty application with the DAC for approval before we are able to arrange installation. The fire warning system faculty application also includes a request for permission to fix the fire exit and fire information signs to the church walls permanently.

- Our Church Hire Terms and Conditions have been updated after an incident of damage to a pillar leading to the quiet garden. All groups hiring the church must hold damage and public liability insurance as a condition of hiring the church.
- Upgraded Wi-Fi has been installed in the church. This is sufficient to support church staff laptops, the kiosk and the contactless payment system.
- Various repairs have been made to the church toilets over the last 12 months including upgraded taps. There had been several incidences of flooding where the taps had been left to run. The new taps are self-closing taps which will prevent them from being inadvertently left to run.
- A church summer clean was held in August with lunch provided by the Churchwardens. We had a fantastic turn out of volunteers and it is planned to hold a clean at least annually.
- Widening of the path at the choir door has been discussed however the cost and lack of suitable cobbles has prevented this from going any further.
- A tombstone was damaged outside the choir door in the summer and is currently laid on the steps leading to the lady chapel. We have displayed all of the relevant notices for the family of the deceased to come forward and repair the stone but we have not had any replies. A faculty is currently being prepared to bury the broken pieces of stone next to the grave.
- The rat infestation in the churchyard seemed to improve over the summer but as we progressed through winter the rat population increased again. The pest control company has installed rat catching boxes which they collect and replace regularly
- Application of Smartwater is required again on the church metalwork and discussions have been had on how best to apply this. Health and Safety is of paramount importance and it is likely that we will have to instruct a professional company to apply the smartwater.
- Both 7 Totteridge Road and 3 Castle Place have required money being spent for routine maintenance work. Both properties are of an age where regular maintenance costs are inevitable. Both properties have seen new tenants move in over the course of the year.
- An asbestos survey took place in the church in March 2020 and we currently await the report.
- The gutters were cleared by a professional company in March 2020 to clear the leaves and pigeon debris.
- An electrical safety report is due for the church fixed wiring and we are currently trying to source a suitable electrician.
- 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.
- The quinquennial inspection had to be postponed due to the Covid-19 crisis
- In the autumn we were forced to have the scaffolding in the South Porch changed so that the doors can be used as a fire exit so that we can keep our capacity levels to

630. This was a large expense but it was decided that as the town centre church that we should do everything we could to remain accessible for the town for Civic and Christmas services.

- Discussions are ongoing on how we move forward to repair the south porch.

Jennifer Cartledge

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.

During the year, the asbestos which was incorporated in the boiler room and associated equipment and in an upstairs walk in cupboard was removed and we have a certificate stating the building clear of this hazard.

Among the routine maintenance issues under consideration for 2020, are the refurbishment of the shower and toilet facilities on both floors. This includes improving the baby changing facilities for the preschool group and repair of some sections of the floor tiling on the first floor. We also need to secure the ceiling tiles in the lower hall better. We are looking at ideas for making more room available for one of our tenants.

During the course of this year, Antony Wright tendered his resignation after many, many years on the committee during which he was chairman for an appreciable period. The committee are most grateful for his knowledge and guidance during his tenure; the current chairman in particular has much reason to be grateful to him. We wish him well in the future.

Trevor Flower

Communication

Over the past year we have used a mix of printed and online communication.

Our printed materials have included posters inside and outside the church building - thank you again to Thistle Martin and Derek Lancaster for their assistance with these - along with postcards advertising our Christmas services and activities. For 2019 we incorporated the Church of England #follow the star campaign alongside an 'all age' design.

Online, we continue to use:

Website www.allsaintshighwycombe.org

Facebook www.facebook.com/AllSaintsHW

Twitter www.twitter.com/AllSaintsHW

Instagram <https://www.instagram.com/allsaintshw>

We have used the Events option on Facebook to publicise services and activities outside of our regular weekly pattern, enabling us to reach a wider community. Sermons are now being recorded and are available as podcasts which can be accessed via the website.

Our website and Facebook page have been invaluable since the start of the Covid-19 lockdown – as has Zoom!

Going forward, I hope that our website will be used by more of our congregation as well as the local community and would love to add updates about the various groups and activities. Please send any details you would like included to lisburns@hotmail.co.uk.

I'd also be delighted to hear from anyone has a passion for Instagram and could help me use this more widely for All Saints.

I am working on collating group photographs of the shared leadership team for the website – it continues to be work in progress as Churchwarden duties often seem to get in the way!

Lis Burns

All Saints Parochial Church Council

Between April 2019 and April 2020, the PCC met 5 times.

Due to work commitments, Michelle Neudecker stepped down as PCC secretary in July 2019 and Megan Vockins kindly provided cover until February 2020. I am temporarily fulfilling the role, but we must appoint a new secretary to take over after the annual meetings in October 2020.

Meetings usually begin with Eucharist allowing a time of worship together. The formal business includes 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 a Safeguarding and Churchwardens updates.

In 2019 the PCC supported various work and projects, a few of which are below:

- Successful recruitment of our Parish Administrator, Church Activities Team Leader and Assistant
- Installation of a new propping system in the South Porch to allow use as an emergency exit
- Upgrade to the sound system
- Fire prevention training for staff members and some volunteers – more to come
- Purchase of contactless donation machines and new donation box

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

Lis Burns

Safeguarding

The safeguarding team met 9 times during the year. These meetings included the opportunity to reflect on safeguarding activity in the church and 3 meetings were practice related ones with statutory personnel and colleagues from other churches to discuss and plan for specific safeguarding concerns.

The agenda of any safeguarding meeting is set to address the on-going safety and well-being of members of the congregation and to ensure that statutory requirements are in place and effective.

During the meetings we discussed some concerns relating to vulnerable adults who may have been at risk and unable to protect themselves from unwanted attention and coercive behaviour. A long-term adult and young person safeguarding issue which was thought to be resolved has now been reopened as a cause for concern and referred to Church House.

We did not have reason to refer to statutory agencies regarding any children in the church- our children are safe!

We currently have one person on a safety plan which is monitored discretely, it means that they can safely worship in the church.

The safeguarding training has been updated to meet the expectations of the National team, we will look to providing training through Church House in the near future

Job descriptions for all relevant roles -voluntary and paid have being reviewed and written to reflect the expectations of those recruited to be aware of their safeguarding responsibilities.

The team began the process of identifying those in roles that require DBS in response to the DBS changes and the restrictions to leaders of groups and those working directly with children or adults at risk. This is on-going work and we are now due to update the DBS's. 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 GDPR approved recording system within the church office.

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).