



Annual Reports of Organisations for the Year 2021

To be presented at the Annual Parochial Church Meeting
Sunday 8th May 2022

Team Rector and Vicar of All Saints
Associate Priest
Curate

The Revd. Hugh Ellis
The Revd. Jackie Lock
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 (Thistle) Martin

Activities Team Leader:

Penny Justice (to September 2021)
Louise Simmons (September to December 2021)
Louise Simmons (to September 2021)
Stephen Linger (from October 2021)

Activities Assistant:

Hospitality Assistant:

Safeguarding officer

Jo Norman

PCC Secretary

Philip Hynard

Shared Leadership Team

Mission & Evangelism
Children, Youth & Families
Pastoral
Worship & Liturgy
Stewardship & Finance
Education & Discipleship
Buildings & Fabric
Communication

Gareth Morley
Robyn Connelly
Jackie Lock
Derek Lancaster
John Lord
Vacant
Jennifer Cartledge
Elisabeth Burns

Review of the Year 2021

On 6th January 2021 the 3rd national lockdown began and remained in place until 8th March when a phased 're-opening' commenced. This continued until 19th July when legal restrictions were lifted leaving recommended guidance in place, including social distancing, the use of hand sanitisers and the continued use of face masks indoors as well as in crowded contexts. As Covid cases dropped to a local low of less than 40 per 100,000, confidence began to return and increasing numbers of people re-accessed hospitality venues.

At All Saints, services were only online until in-person congregational worship recommenced from 28th March, on a 'book your seat' basis. Hymn singing remained online, but led by a few choristers in Church, unmasked but socially distanced. From 25th July, hymns were sung with masks on and only the South Aisle seats were socially distanced, with Communion (in one kind) brought to those seated there. Throughout, seats were sanitised after each service and a carefulness remained, ensuring that the church was seen to be a safe place to attend.

On 27th June our curate, Gareth, presided at his first Eucharist as president, his having been ordained priest the day before. Celebration cake and drinks were enjoyed by the congregation after that service, for the first time since the onset of the Covid pandemic. The following week, once again we enjoyed cake and drinks to celebrate my 30th anniversary of being ordained priest and my wife Jenny's 10th anniversary of her ordination to the diaconate.

This marked the beginning of the transition towards a new 'normal' with a stress on continuing to take regular small steps to a more typical community and worshipping life as a church. Planning social and fundraising events became a priority to encourage confidence and to lower anxiety, whilst continually reviewing our safety measures and procedures.

In partnership with the churchwardens, we have managed to continue that trajectory, with a return of the majority of the congregation to in-person worship; just a few remaining on Zoom until Easter and a number engaging with the service at their leisure via Facebook Live.

By the end of the year, most of the choir had returned, along with the Harvest Thanksgiving, Remembrance Sunday, Advent Carols, Mayor's Carols, Crib, Christingle and other Christmas services. In addition, the Light up a Life service, in aid of a local hospice, came to All Saints, with the hope that it will remain as a part of our pre-Christmas season worship in the future. Furthermore, school Christmas services returned to the church along with all the challenges of matching their local Covid safety practices with ours. All these events were well attended (though not quite as many as in pre-pandemic times) and of high quality.

Another encouraging sign was the return of the younger families and their children to All Age services, with their numbers back to their pre-pandemic level. Integration into the liturgical aspects of our worship of the children and young people has been established as a priority as we evolve into a new normal of intergenerational worship together. Our Children & Families Minister has done an extraordinary job in maintaining the sense of belonging of the young families through the pandemic via online and outdoor activities. That (significant) aspect of this church community continues to impact and shape the worshipping life of this church. A particularly encouraging fact.

After very many years Chris Cunningham has handed over the Head Server role to David Adamson who has now re-established the Server ministry following the pandemic. Nevertheless, Chris continues with Sacristy duties, for which we are most grateful. He has been hugely faithful over the years and meticulous in his practice. We thank God for him and pray for God's special blessing on him as he moves to lighter duties.

As our Director of Music, Liam, looks towards ordination this summer so we have prepared an exciting job specification for his successor with the hope of the new person being in place for September. We thank God for the special gifts which Liam has brought to the worship at All Saints along with his unifying of the traditional and contemporary aspects of music in worship. He will have completed 10 years and 9 months in role and has had, as

a result, a very significant impact on the development of the worshipping life of All Saints. We shall miss him and are most grateful for his contribution to the ministry of this church.

Sadly, Penny, our Activities Team Leader felt that she needed to return to her previous full-time profession as her daughter was now of school age, so she resigned from her post in September. She had brought exceptional pastoral gifts to the role and is very much missed. However, she remains a committed member of the congregation and volunteers from time to time.

Louise, our Activities Team Assistant was promoted into the Team Leader role. And Steve Linger, with previous experience in the hospitality industry, became the Hospitality Assistant to ensure the continuation and development of the café with a particular focus on the hospitality aspect of the Church's ministry. He has brought significant skills and input to this role. We are particularly grateful to him.

Sadly, Louise felt that it would be right, from her family's perspective, to resign from her new Team Leader role. She has worked enormously hard and has achieved a great deal in her two years with us, which has mainly been during the pandemic. Similarly, she will be very much missed.

Throughout the pandemic stress increased due to more and more cars using the churchyard for parking (despite the signs saying 'Private Parking') along with aggressive responses from some drivers when challenged. As a temporary measure, a moveable 'No Parking' notice board has been placed at the Castle Street entrance. This appears to have been partially effective in reducing the numbers of unauthorised cars being parked in the grounds. A more permanent solution is being considered as part of a comprehensive churchyard development project which our Curate has pioneered.

Our Sound and Light project, which hopes to raise some £1.2m to effect repairs on the building, organ repairs and an upgrading of the church's audio-visual and lighting systems, has recommenced with a Case Study being written and a Community Consultation survey has been conducted. I am especially grateful to Lynda Moorcroft for her help in that process.

As ever, behind the scenes, John Lord, our Treasurer and Barry his Assistant Treasurer, along with the Stewardship and Finance Team have continued to do an exceptional job adapting to the ongoing evolving situation. With a new collection plate and the increased use of the associated card readers some of the casual giving and donations has returned. The result of the Annual Gift Day at our Patronal festival was encouraging with a more optimistic projection for the end of the year finances.

Of particular note is the exceptional work the church wardens have done in working and implementing the risk assessments in the regularly changing context and ordering the church seating etc., to enable appropriate social distancing, in addition to their hard work in many other areas. Their commitment has been exemplary. I am extremely grateful to them.

Also, I would be remiss in omitting Derek Lancaster, along with his tech team, who has done so much to enable our online services. Furthermore, our Zoom hosts have, most efficiently, enabled a level of participation in worship and fellowship which would otherwise have been impossible throughout the pandemic, to date. This has been a critical aspect of enabling this church community to remain in touch. I am most indebted to them all.

Furthermore, I am especially grateful to Thistle who has worked over and above the call of duty on administrative matters throughout this challenging year.

I am personally indebted to the Ministry Team who have been so supportive and helpful to me, through regular consultation, to ensure that the public and private ministry of the church continued despite the changing and challenging weeks of the year.

I am so proud of the teams and individuals I have mentioned along with the many others who have served tirelessly in the background to enable, so effectively, the work of this church in the very tricky circumstances we have been experiencing.

Conclusion: As I look back over the last year it is evident that God has continued to faithfully guide us through the complexities of transitioning sensitively, yet positively, to a new 'normal'.

The prospect feels more positive, with a steady course to the new normal and plenty of encouragements for which we are particularly thankful. We praise God and can proceed with assurance and hope.

On a personal note, I will be retiring this summer after almost 10 years in this role (my last Sunday will be 10th July 2022). It has been a most fulfilling time and a great privilege to serve with such a hard-working and able team at All Saints. I thank God for you all and pray his special blessing as you move into Vacancy and appoint a successor. I have a clear sense of our having fulfilled God's purposes through this church together for this season in its history. For me it feels like the crown of my journey in parish ministry, and I will leave content and enormously grateful.

Thank you so much for your partnership in this significant town centre-based ministry. To God be the glory!

The Rev Hugh Ellis
Team Rector based at All Saints, High Wycombe

Mission & Evangelism

Introduction

Mission is what a church is and what a church does. In this respect *'everything a church is (or should be) missional'*. The mission of the church is to participate in *'Gods mission'* by *'carrying out and continuing the work of Jesus Christ'*.

The Five Marks of Mission are an important statement on mission. They express the Anglican Communion's common commitment to, and understanding of, God's holistic and integral mission. They have been widely adopted as an understanding of what contemporary mission is about. It is not a perfect list and has its faults but is a good basic measure for mission. The marks were adopted by the General Synod of the Church of England in 1996. The Five Marks of Mission are as follows:

1. To proclaim the Good News of the Kingdom
2. To teach, baptise and nurture new believers
3. To respond to human need by loving service
4. To transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation
5. To strive to safeguard the integrity of creation, and sustain and renew the life of the earth

With that in mind I now include reports from some of the 'mission activities' in the church.

Arts and Spirituality

Installations

As in previous years, Lis Burns and I have planned and created installations in the North Chapel to reflect the church year. I have also set up a number of art and prayer installations around the building. Notably the prayer station for Ukraine that has been used a great deal. 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.

Arts and Spirituality Days

Obviously Covid restrictions meant planning events difficult. Our first day after the restrictions were partially relaxed was part of the Bucks Open Weekend in July 2021. We mounted an exhibition of art created in the lockdown periods and ran some workshops to help people respond to the Pandemic. I managed to secure a grant from Buckinghamshire for Culture that covered all the costs for materials and refreshments. We welcomed fifty visitors that day and got great feedback.

Christmas Tree Festival

It was wonderful to be able to welcome sponsors and visitors to the festival in the building again in December 2021, after being online in 2020.

Forward planning

Our next art day will be to celebrate the Platinum Jubilee on 7 May and will be a collaboration between All Saints' and the Women's Cultural Arena. I have some other event ideas that include 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 activities.

Thistle Martin

Mustard Seed Café

The Café is now open most days of the week for a few hours and even when we cannot open the full café due to volunteer availability, we continue to offer tea and coffee from the self-serve flasks. We have established a small regular customer base who enjoy chatting with the café team and meeting friends in the church. We hope this will grow as we promote the café and Church activities further in the next few months.

We have strengthened our partnership with Talkback over the past few months, we now have four volunteers from the group who along with their support worker regularly run the café for two hours on a Tuesday. The High Wycombe Repair café runs every second Saturday of each month with the café element being provided by the Mustard Seed café team.

Stephen Linger

Mustard Club

The Mustard Club restarted on November 9th, 2021, after being suspended because of Covid. Prior to this happening we consulted with the relevant parties and formulated comprehensive safety guidelines which have been reviewed regularly.

Initially we hosted nine guests but the numbers are gradually creeping up and currently we welcome about sixteen...we plan to cap numbers at 20 until the situation with the pandemic changes. Some of the guests have been known to us for a while and really appreciate what we offer, others may come for a few weeks and then move on as their situation changes. It is really encouraging to see past guests stepping up and now taking on the role of volunteer, currently numbering five. We are particularly grateful for the way Katherine has become such an integral part of our volunteer team. The guests respect the church and welcome the opportunity to light a candle when they have a need to do so, abide by the guidelines more or less and really value sharing in community.

We are struggling with recruiting volunteers, particularly cooks, as people's circumstances change. Our thoughts are with Carole O'Brien, one of our regulars who is currently in Harefield Hospital with heart problems and our much-loved hairdresser Gill currently supporting family in Australia. However, two young men from the Asian community, recently provided a lovely meal as part of their charity commitment.

Although the current circumstances prevent us from widening the social side more, we no longer have a quiz or play scrabble, we can still offer cards and dominoes and hopefully things will change in the future.

Sadly we had to cancel the meal on April due to a shortage of volunteers but we hope that we can continue with this provision as long as it is needed and we are so grateful for the support we receive from the church and in particular from Stevehe is such an easy person with which to work in spite of the many mistakes we make!

We hope to have the opportunity to continue with this valuable service to the vulnerable in our society, Chris, our volunteers and I have felt it a privilege to do so and if any of you feel moved to help in any way, please contact us.

Sheila Doig and Chris Lamb

Sanctuary

Sanctuary was launched last year. It was building momentum until the lockdown that came around the end of the year. With this also came the requirement for you to have completed a lateral flow test and produced a vaccine passport before entering pubs and clubs. This saw the night-time economy in the town collapse. After Christmas this has slowly been picking up but people's behaviour and habits have noticeably changed and the town is still not as busy as it had been in the past. Students are also 'very wary' about venturing out into the town on a night out and as such have been staying in the union more than usual. As such Friday night has been stopped temporarily and we are focusing on Saturday more (as much as possible). We are considering suspending Sanctuary until the summer months in the hope that with some time we can relaunch it when the town is busier.

Gareth Morley

Churchyard

Some work is taking place with the council to progress the plans. The hope is that there will be a presentation to the town committee later in the year. Things are looking positive for some work commencing either later this year or next year. We will need to look at ways of supporting the scheme through fundraising which I will discuss in due course.

Gareth Morey

Children and Families

During the early months of 2021, Children, Youth and Families' worship provision continued via Zoom on a fortnightly basis with SmAll Saints at Home, Ark on Zoom and Engage Online and I was able to keep in touch with our many families over the lockdown period through these activities. As the weather improved and society started re-opening, it became obvious that families were 'tired' of Zoom activities which led to the development of 'SmAll Saints at the Museum' and Ark at the Museum' which was a great encouragement for families to meet one another again in a Covid safe environment while the restrictions for indoor meets were still strict. Engage continued to meet online interspersed with various local walks that took place that encouraged safe gatherings as well as taking part in the Eco Youth Forum run by the Bishop of Reading to develop strategies to combat climate change.

Lighthouse High Wycombe went ahead during 2021 after being fully online in 2020 and was a very successful and safe week. Many of our families were involved in the week and I was involved with the seven's and eight year olds age group. All reported having a great, blessed week and start to the holidays! The congregation of All Saints had a great celebration at the end of the summer with lovely Parish Picnic in the vicarage gardens, greatly helped by gorgeous weather!

The Autumn Term was an opportunity to revisit all the lessons learned during the pandemic and apply them to reasonably unrestricted indoor worship. The new and improved family area in the church's north aisle remains a well-received and popular area for our families. Re-established Ark sessions generally cater for children of primary school age, although a few secondary school youth choose to continue attending and pre-schoolers enjoy taking part in the biblical activities together with their parent helpers. I am expertly supported by a team consisting of newly recruited parent volunteers, Heather Jordan (our piano player) and secondary school aged 'young helpers'. Small Saints, our toddler and pre-school group, now takes place on Tuesday mornings during term time and I was supported by a team of very committed volunteers. Collective worship and assemblies at schools have generally adapted a hybrid model of online and in-person assemblies depending on their needs at the time.

The Advent period of 2021 was very successful given its numerous challenges with rapidly increasing Covid numbers. The various expectations of our local schools for their Christmas Services were met (possibly exceeded!) Activities provided during the Christmas light switch on and the All Saints Tree Festival proved to be a great attraction and the tree voting and trail quiz together with sweet rewards was very popular amongst our younger crowds. Many families that joined us for our family friendly Christmas Services expressed their gratitude in being able to attend when many other activities were being cancelled or postponed.

All in all, a successful and busy period behind with great opportunities to further develop this ministry into 2022 and beyond!

Robyn Connelly
Children and Families Minister

Pastoral Care – General

It is such a joy to be able to be with people once again and to resume a more normal pattern of pastoral care. We are continuing to send *News* to everyone for whom we have details either by email or by post. Fewer than twenty people now receive *News* by post. The latter group also receives a copy of the sermon.

Care homes: it is now possible for me to hold monthly services again at Little Oaks Care Home and at Royal Star and Garter. Recently we have been able to include the team at Royal Star and Garter. I am waiting to hear what the situation is at Little Oaks.

Pastoral Visits: home communions are now taking place subject to the necessary precautions. We should love to hear of others who would like to receive the sacrament at home. Please let us know – it may be for yourself or for a member or your family or a neighbour.

Baptisms: we are gradually moving towards conducting baptisms in the way we did prior to the pandemic. Our Easter morning Parish Eucharist included three baptisms, as well as the admission of nine children to Holy Communion.

Prayer ministry: anointing was offered at the Parish Eucharist on Passion Sunday and was well received. This was a one off and will be reviewed. It has also been offered at *Led by the Spirit* services. Some of those who were involved previously in this ministry are now no longer available for a number of different reasons. We need to rebuild the team if this is to be offered on a weekly basis. If anyone feels called to this ministry, please let me know. Training will be provided.

The Reverend Jackie Lock

Pastoral Care – Welcomers

Thank you to all our Welcomer volunteers who continue to help us open the Church to visitors.

We have now got to a point where we can open the building from Monday to Saturday. Visitor numbers have been low however these are starting to pick up as more people venture out and gain confidence in being out and about once again. We have our regulars who truly appreciate the building being open again and enjoy either the chance to interact with others or take some quiet time for themselves.

We have also increased our opening hours for the Mustard Seed Café in line with the increased opening hours of the Church. Again, a huge thank you to the volunteers both old and new who have helped make this possible.

The volunteers are vital to keeping the building open, if you interested in helping in church in anyway, or would like more information about what you could do to get involved then please do contact me for a chat. 07716 330 975.

Stephen Linger

Liturgy and Music

In person services were suspended until Easter due to Covid 19. During this time, worship was offered online, using a mixture of live and recorded music, streamed from All Saints and people's homes. The choir continued to meet online for rehearsals, training, musical education, prayer and fellowship, which helped nurture a sense of community and enable us to maintain current repertoire as well as make a considerable number of new additions to it.

By the summer term, in person rehearsals and services had recommenced, with the new worship times of 10 am and 5 pm easing pressure on the choir and musicians considerably.

Led by the Spirit also recommenced in person after Easter, with the worship band reforming and guest speakers once again returning.

The Autumn term was spent consolidating and building the choir back up in terms of stamina and standard. This culminated in very fine Advent and Nine Lessons and Carols services which were attended by large numbers, as well as being streamed online and broadcast on local radio.

As my departure from All Saints approaches, I am able to reflect on what has been just over a decade in charge of the music here with a real sense of fulfilment and more than a little pride. When I arrived here, I saw my brief as threefold: to consolidate and expand the choral programme, including the reintroduction of many of the long-forgotten cornerstones of the repertoire; to introduce and solidify the place of contemporary worship; and to foster, and where necessary, heal, relationships between the choir, musicians, clergy, and the many people of all ages and backgrounds who make up the community of All Saints.

I believe I am handing over a musical programme which takes in the length and breadth of the English choral tradition, and a choir who are dedicated to a task which they see not just as a hobby, but as a vocation. More than this, the choir is a family – they share each other's joys and sorrows, support each other in faith and fellowship, and play a role within All Saints which goes so much further than the musical provision. I am extremely proud of our choir.

Our main Sunday Eucharist, led by the choir, has evolved to incorporate not just choral and organ music, but the very best hymns and worship songs available. This is all delivered in a carefully planned and thought through manner, always respecting the solemnity as well as the joy which reflects the catholicity of our worship style. I believe it offers a range of music to suit a variety of tastes, performed to a high standard befitting a large parish church of the standing of All Saints, whilst retaining an integrity as a collective piece of worship. Our Choral Evensong services have benefitted from a guest preacher series which has added real value for both congregation and choir, and I hope this can be resumed post-Covid.

We have introduced a bi-monthly contemporary service, *Led by the Spirit*, which is both sacramental and charismatic in flavour, and this has not only grown a brand new congregation, but has put us on the map for leading the way in this field. We have seen renewal through this service, and it has equipped All Saints and other churches in ways which reach far beyond the service itself.

We have also been creative in ways which have shown innovation and imagination in our occasional services – Jazz masses, labyrinths, plainsong, Eucharists in the round, Exposition and Benediction, Choral Matins, and Choral Eucharists ranging from Palestrina to Vierne. This has made for some very special acts of worship which have been widely attended and which have fed many people spiritually and aesthetically.

We have also enjoyed partnering with our neighbours in Marlow, Great Missenden, St Mary and St George, and Terriers, and I hope this will be built upon in the future as the Team and Deanery work to be more collaborative. We also enjoy a strong link with Ripon College Cuddesdon, giving many ordinands an opportunity to serve liturgically and perform in our choir or worship band to enhance their training.

As All Saints moves forwards, I hope my successor can establish and foster deeper links with the local schools and encourage children in their singing and music making. This, after all, is the key to the future of our tradition and will require every bit of support and encouragement All Saints can offer.

I also look forward to seeing our magnificent Willis organ restored to its former glory in the not-too distant future – this instrument is of huge significance in the county and is the backbone of music making at All Saints, used almost daily for accompanying services including our Eucharists and Evensongs, Civic occasions, Town Carol services, concerts, weddings, funerals, for teaching and recital work, practice, and more besides. It must be returned to good working order if our liturgy is to thrive.

I could not have done the work I have done without the tremendous support of many colleagues, especially Derek Lancaster, Lis Burns and Thistle Martin; and my two wonderful assistants – Tony Philpot in the first part of my tenure, and Philip Wayne in the latter – both ably assisted themselves by Oliver Roberts.

I am also deeply grateful to David Picken for appointing me to this role, and for his strategic vision of how music could be at All Saints, and to Hugh Ellis for the support, encouragement and freedom he has afforded me in the job.

The next ten years will be an exciting time as All Saints moves forwards into a new era with both a new Director of Music and a new Incumbent. There is so much potential still untapped in this special, spiritual place which is full of people with so much to give in the name of Christ's mission.

It has been a privilege to serve you all, and God, in this place. For all that has been – thanks. For all that is to come – yes.

Liam Cartwright
Director of Music.

Bellringers

For the first three months of 2021 we were in lockdown and the only meetings that the bellringers had were on zoom. We were allowed to ring six “socially distanced” bells for Easter Sunday but apart from that we were only allowed to ring in family “bubbles”. Robert and I did ring a couple of bells for a few Sunday mornings once in-person services resumed on 28th March but it was not very inspiring so it was a very joyous occasion when we were allowed to ring a “true” six on 23rd May. Our Monday night practices re-started the following evening but until 26th July we were only allowed to meet with six people so practices were limited.

Special ringing during 2021 included tolling a single bell following the death of HRH The Prince Philip, Duke of Edinburgh and on the day of his funeral, the ringing of 730 “changes” to mark the 73rd anniversary of the NHS, and two quarter peals were rung. The first quarter peal celebrated Revd Gareth Morley's ordination and the anniversaries of the ordination of Revd Hugh Ellis (30 years) and Revd Jenny Ellis (10 years); the second quarter peal was rung half-muffled on the evening of Remembrance Sunday.

We took part in a 6-bell striking competition at Penn in August and were pleased to be placed first. Any other competitions that we might have entered were cancelled, and we had no outings or social events for the second year running.

Our AGM was delayed until October. At the meeting we elected Sheila Bruce and Annie Davies as joint Deputy Tower Captains to replace George Whiteside. George moved away in January having been a highly valued member of the band here since 1978. During that time, he was Deputy Tower Captain for 21 years and Steeple Keeper for 28 years. Robert Newton has taken over George's other post.

A fire alarm system was installed in the tower in June. This is to alert the ringers in the tower in the event of a fire developing in the church. The clock has been problematic because of the drives to the hands on the clock faces. The clock was out of action for some weeks but is now functioning well. The lightning conductor came loose from the top of the flagpole. When this was investigated the steeplejacks discovered severe rot and the flagpole was taken down. The peregrine falcons returned and one egg was laid but we do not think it hatched.

Although ringing has been “back to normal” since August our numbers are reduced so mostly, we have only been able to ring six or eight bells for Sunday morning services. The earlier time for Evensong has not been popular with the ringers so we have only rung for one or two evening services each month. Two new recruits joined us at the end of 2021. They are progressing well but it takes a long time to learn how to handle a bell. To boost our numbers in the short term we could really do with some “lapsed” ringers returning to the tower but would be pleased to hear from anyone who is interested.

Patricia Newton

Flowers

Pat would like to thank the volunteers and donors who have so generously supported the provision and arrangement of flowers throughout the course of the year.

Philip Hynard on behalf of Pat Lea

Servers & Communion Assistants

We would like to take the opportunity of thanking Chris Cunningham for his many years as head server and coordinating the rotas for each Sunday.

The serving team has been gradually reintroduced as Covid restrictions have been reduced and over Easter Chalice Assistants have also re-joined the team.

The team of people who assist during the Sunday services and other special services comprises the following roles:

8am Server: Assist the Celebrant, take a Chalice

10:00am Servers

Communion Assistants: Serve at Eucharist and other services by taking the chalices to distribute the wine at communion

Acolytes: Assist either by carrying the Cross or by carrying a Candle

Many thanks to all those who assist on a regular basis and for their dedication in this service for the Church. Training is available for all the different roles if anyone would like to join the existing team and new members would be very welcome, so if you're interested or would like further information please speak to us in Church, phone 01494 529758 or email adtm@btinternet.com

David and Alison Adamson

Sidespeople

Our sidespeople play a key role in welcoming our congregation both onsite and online to services at All Saints.

During 2021, preparation for communal worship and associated tasks varied as we responded and operated under changing Covid-19 guidelines. This included more of the team getting to grips with the contactless card offertory plates. Despite the challenges, it continues to be a privilege to greet people as they arrive and assist them during services.

We currently have twenty-nine regular sidespeople on our rota which covers Sunday 8am, 10am and 5pm services.

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

Stewardship & Finance

This group is responsible for monitoring our finances & expanding our planned giving, as well as supporting the Treasurer & Planned Giving Secretary. During 2021, the members were: John Lord (Chair), Barry Titchen (Deputy Treasurer), Chris Lamb (Planned Giving Secretary), Lis Burns (Church Warden) & Revd. Hugh Ellis (ex-officio). The team is completed by Jean Johnson (Assistant Treasurer).

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

2021 was another challenging year, communally & financially. Due to the continued effects of Covid-19, collections & event income were again low. More concerningly, planned giving was down more than expected. However, there were really generous responses to appeals for support & the welcome return of several fundraising activities. In normal budgetary terms, regular income was £217,177, against expenditure of £237,887. The deficit was reduced to £17,554, by Government Coronavirus Job Retention grants. £13,000 of this gap was planned, for additional expenditure on the Church building. There were revaluation gains, mainly resulting from the sale of 7 Totteridge Road, giving a headline surplus of £75,936. The funds from the property sale are being used to purchase a more suitable property & generate rental income, with the balance going towards the Church capital projects.

Planned Giving: Standing order gift aided donations in the year were £88,041, a decrease of £4,746 versus 2020. However, the Envelope Scheme gift aided donations were £4,200, an increase of £1,110. Overall, the planned giving gift aided numbers decreased by £3,636.

Non gift aided Envelopes and Standing Orders were £11,437, a decrease of £3,665 versus 2020.

Irregular giving via GA Yellow Envelopes amounted to £1,211, an increase of £218.

The ceiling of £8,000 in the financial year for Gift Aided Small Donations has been reached already, (up £1,075 from 2020). Gift Aid donations for specific purposes came to £24,212 & special collections were £14,259. The total tax reclaimed for the year was £34,900.

The All Saints' Gift Day review triggered many generous responses: twenty-three made single gifts totalling £12,482 & six started or increased their Planned Giving, which will amount to £1,200 in a full year. However, some regular donors have had to reduce or stop planned giving, amounting to a potential net drop of £1,200 a year.

It was great to see the return of the Christmas Craft & full Christmas Tree Festival, which raised £4,688 between them, although £1,050 for the Sparkle event has been deferred to 2022. Other successful fundraisers included Tastes of the Caribbean, Chin-Chin to Gin, Hair-raiser, Cookbook, street collection & Grampy's Apple Juice, raising a further £2,100. These were great social activities, as well as raising much needed funds, so a double thank you to all those who made their ideas a reality.

Planned Giving is our main source of funds, making up 58% of all income. We are extremely grateful for to the one hundred families & individuals who are part of this programme, 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.

Thank you!

Such regular giving & donations are vital to keep the Church going, particularly as there is more pressure on our regular financial position. So please consider if you can join, or increase your giving – the earlier the better! There are several options, so please contact me if you have any questions.

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 continue to be grateful to Barry & the whole team for their work, dedication & guidance throughout the year. Also to Hugh, the Wardens, the SLT & PCC for their support.

John Lord

Education & Discipleship

Currently, we do not have a nominated person to take the lead in this facet of ministry at All Saints. This is a significant and foundational role which will need to be addressed with some urgency and priority. 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., such as All Saints Plus
- 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 Rev Hugh Ellis

Buildings & Fabric

COVID has once again affected us in 2021 and the fabric group was only able to meet twice. Some essential fabric work has taken place but further lock downs and reduced funds has restricted work in the last year.

Items on the agenda during 2021 have included:

- After consultation with the fire officer, Barry Titchen was able to instruct the installation of a new gallery door on the mezzanine.
- The flagpole and ladder leading thereto was identified as needing urgent repair. After a consultation with a steeplejack, we unfortunately had to have the flagpole removed from the Tower in December as it was too damaged to repair. We are unable to have the new flag plot installed until after the Peregrine Falcon breeding season in early summer 2022.
- We suffered 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 these have now been completed along with the installation of new window guards.
- The Smartwater has now been applied to the external metalwork. This is an insurance requirement.

- The quinquennial report has been reviewed and a draft schedule of work has been prepared. We have identified the work that is most urgent and have started to obtain quotes and further exploratory reports.
- We have identified that the toilet facilities in the church are now a little tired and need redecoration. Quotes are being obtained for this work.
- The fire alarm warning system has now been installed in the ringing chamber and bell tower after submission of a faculty.
- After the sale of 7 Totteridge Road, we have identified a new property to purchase and have opted for a new build apartment in Aylesbury. This is due to be build complete in late summer 2022. It was found that you could get 'more for your money' in Aylesbury and as this is for a rental income only the property did not need to be In High Wycombe.
- The Tenants at 3 Castle Place are still currently on a rolling tenancy but they have indicated that they will remain in the property for a further 12 months. This provides us with a steady rental income.
- After the electrical safety report was carried out, some urgent remedial work was identified in the North Chapel. This work has now been carried out.
- The peregrine falcons who are regularly seen on the church tower are still in residence. They did lay a single egg in 2021 but sadly this was not fertile. Bucks Bird Club have now installed a nesting box on the tower so hopefully they will successfully breed in 2022 Peregrine Falcons are Category One protected birds.
- We have started to move forward with the Sound Light Space project. We are currently preparing our Case Document which is being led by Lynda Moorcroft. A survey was carried out at the end of 2021 to get a feel for how visitors to the church would like to see the church space used. The results are currently being reviewed.

Jennifer Cartledge

West End Re-ordering Update

Finally, after some seven years after the initial work started on Phase 2 of the Reordering Project back in 2014, I am delighted to be able to report that all the work has now been completed. The final item, the reinstatement of the Gallery Door was completed in June 2021 by Catherine Stevens who is a local carpenter specialising in restoring furniture or constructing bespoke items in wood. The door Catherine constructed and fitted had to meet all the current fire and safety regulations while being in keeping with the surrounding timber materials and design. Although almost out of sight to most, the door is an essential element of the fire and smoke protection required for the tower and ringing chamber. It also helps to prevent warm air escaping from the church.

B J Titchen
(All Saints Reordering Project Lead)

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 terms 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.

The church has its offices in the building and five parking places which are granted with the lease. Otherwise, except for Ark, the church seldom uses the building. 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.

Covid issues again impinged on all the activities in the building. The only work we were able to proceed with was in planning to install a sink and associated drains and water heater in the bottom hall needed on health and safety grounds. None of the other planned refurbishment was begun. We are in the process of obtaining new quotations for the refurbishment of the first floor toilet blocks and the kitchen. This includes the removal of the remaining asbestos.

Trevor Flower

Communication

During 2021, we continued to use a mix of Zoom and livestream via Facebook to support the participation of those unable to join us onsite. This included school services, funerals and memorial services as well as our regular 10am and 5pm worship, Easter and Christmas services.

A big thank you to Derek Lancaster and Barry Titchen in our technical team, the activities/operations team past and present and my fellow Zoom hosts Sue Lord and David Knights for enabling this to happen.

I am also very grateful to Thistle Martin who each week writes to those in our congregation unable to join us onsite or access online services and materials.

Our new look website was launched in December 2021 and is intended to be more visual with signposting and not too many words. I am hoping to include some new images of our services and regular activities and will be asking for assistance from the congregation. The website will be updated regularly but will only be as good as the information provided to me! 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

We have maintained our use of social media to keep the local and wider community up to date with our services and activities. Our Christmas 2021 communications including postcards (on recycled card), posters and online material created for services, the craft fayre and tree festival were well received.

Outside the church, boards were used around the churchyard for a family friendly discovery trail and moving forward I plan to add more prominent advertising of our day-to-day activities to catch the attention of those passing by the building.

If you have a passion for communication and would like to get involved, I would love to hear from you!

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 2021, the PCC met six times, twice 'in person' and four times using the Zoom platform. In addition, the PCC conducted business via email.

The 'in person' meetings have begun with Evening Prayers, 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, Communication along with the Rector's and Churchwarden's reports and matters concerning Safeguarding.

In 2021 the PCC supported and reviewed 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 were as safe as possible during the COVID-19 pandemic.
- Passing of resolutions to suspend Communal worship when required.
- Furlough of staff where appropriate.
- Consideration of preliminary proposals for both the Sound Light and Space and Churchyard Projects.
- Consideration of certain Diocesan matters.
- Reviewed and approved certain measures relating to Safeguarding and Health and Safety.

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

Philip Hynard

Safeguarding

The safeguarding team met ten times during the year, maintaining a concerted effort to meet monthly with some diary hiccups. All the minutes for these meetings are held with the parish safeguarding officer Jo Norman and will be transferred to the All Saints safeguarding files in due course.

The meetings demonstrate that the safeguarding team discuss in depth safeguarding case matters to plan for the safety for all the congregation. The team work closely with colleagues from statutory services when necessary and have support and advice from the Diocesan Safeguarding team, which has been necessary on two occasions.

The meetings also allow for the team to consider any statutory changes and opportunities to improve on all the safeguarding arrangements.

We also discuss strategies for continuing to keep safeguarding as a priority for the church and any gaps in to ensuring the safety and well-being of the congregation, choir, ministers, visitors are considered and addressed.

This year we have discussed some concerns relating to vulnerable adults who may have been at risk and unable to protect themselves from unwanted attention and coercive behaviour, and those who pose a risk of harm to themselves and others.

We did not have reason to refer to statutory agencies regarding any children in the church.

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 and the Diocese has published a new training calendar with an explanation of who should do which element of training. Please check the website: <https://www.oxford.anglican.org/support-services/safeguarding/safeguarding-training>

The team are now in the process of updating DBS certificates and identifying those who are in positions to require a check.

On-going work:

- To complete the safeguarding dashboard
- To update DBS
- To encourage people to check the website for relevant training
- To transfer all safeguarding records to All Saints and organise GDPR approved recording system within the church office.

Jo Norman Parish Safeguarding Officer