



Annual Reports of Organisations for the Year 2022

To be presented at the Annual Parochial Church Meeting
Sunday 23rd April 2023

Team Rector and Vicar of All Saints	The Revd. Hugh Ellis (To 10 th July 2022)*
Associate Priest	The Revd. Jackie Lock
Curate	The Revd. Gareth Morley
Licensed Lay Ministers	Derek Lancaster
Roger Vere Children & Families Minister	Robyn Connelly
Churchwardens	Elisabeth Burns Jennifer Cartledge
Hon. Treasurer	John Lord
Director of Music	Liam Cartwright (To June 2022)
Acting Director of Music	Philip Wayne (From June 2022)
Parish Administrator	Elizabeth (Thistle) Martin
Church Operations:	Stephen Linger
Safeguarding officer	Jo Norman
PCC Secretary	Philip Hynard

Shared Leadership Team

Mission & Evangelism	Vacant
Children, Youth & Families	Robyn Connelly
Pastoral	Jackie Lock
Worship & Liturgy	Derek Lancaster
Stewardship & Finance	John Lord
Education & Discipleship	Vacant
Buildings & Fabric	Jennifer Cartledge
Communication	Elisabeth Burns

** Hugh Ellis' official retirement date was 30th September 2022*

Review of the Year 2022

Spring & Covid recovery

The early part of 2022 saw the establishment of a “new normal” following Covid pandemic Plan B measures at the end of 2021. A small number remained on zoom for Sunday worship before we fully returned to onsite worship at Easter with the continuation of a live stream via Facebook. Other social activities were gradually restarted and it was great to meet in person for our Lent book club. The chalice was reintroduced from Maundy Thursday.

Easter

After a lively Palm Sunday morning service with outside procession, we entered the solemnity of Holy week with a liturgical performance of Gabriel Faure’s requiem in support of the people of Ukraine. The sorrow of the Overnight watch and Three Hours Devotion on Good Friday was followed by the joy of Easter morning with the First Mass of Easter dawn service, then a Festival Eucharist with Holy Baptism, Admission to Communion and the rousing Hallelujah chorus sung by our choir.

May & June

May and June saw Platinum Jubilee celebrations up and down the country. At All Saints we were pleased to host Her Majesty’s Lord Lieutenant of Buckinghamshire, Countess Howe, for a Service of Thanksgiving on Sunday 29 May. This was a great opportunity to celebrate with the civic community and showcase local art with a fantastic exhibition of work by Women’s Cultural arena, schools, local artists, and congregation members.

At the start of June, we said a big thank you and farewell to Liam Cartwright, our Director of Music as he left All Saints after 10 years to be ordained deacon and begin a curacy in the Cowley Team Ministry.

The following week we were delighted to hold the postponed 2021 Christmas Sparkle fundraising event. Although we did not have 30 Christmas trees in the building, we did still manage plenty of twinkling lights.

July & August

On 9 July, we held the first All Saints community day and offered visitors the chance to find out more about what we offer throughout the week. There were activities for families, art and crafts, a hymn jukebox from the choir and heritage tours and of course hospitality.

This was also a great opportunity to celebrate the life of All Saints as we said goodbye to our Vicar & Team Rector Revd Hugh Ellis on 10 July, ahead of his official retirement at the end of September. It was lovely to be able to gather across the weekend to express our appreciation and gratitude for Hugh’s ministry and to say a fond farewell to him, his wife Jenny and their family.

During the school holiday, Robyn our Children and Families minister and members of our congregation supported Wycombe Lighthouse, a non-residential holiday club for children run by local churches.

Saturday 20 August was another busy day in All Saints as we undertook the Summer big clean and tackled high level cobwebs, sweeping, dusting, wax removal and cleaning under the grates, to name just a few of the tasks. Although hard work, it was enjoyable to spend time with fellow volunteers and enjoy a rewarding lunch together.

On the same day, we had a stall for Wycombe Pride, handing out rainbow cupcakes and a reassuring message that all are welcome at All Saints. We plan to become more involved in this event in the future.

September & October

Following the sad death of Her Majesty Queen Elizabeth II on 8 September, All Saints was open daily for our local community to light candles, sign the book of condolence or just simply sit quietly. Approximately 1000 people visited the church during the week following the late Queen’s death and we are extremely grateful to the staff and volunteer team who enabled us to open for extended hours. We also hosted a civic memorial service on 18 September welcoming leaders from different faith communities in the town.

In October we celebrated Harvest with a glorious floral display and food donations to support the work of both One Can trust and Wycombe Food Hub. We also saw the return of the All Saints quiz organised by the PCC and enjoyed an evening of fun with questions for all while raising vital funds for the church. The month ended with our patronal festival and a special Choral Evensong with Bishop Alan to celebrate the 10th anniversary of the installation of the new church bells and All Saints Gift Day – thank you to everyone who responded so generously.

November & December

We were honoured to host the civic service of Remembrance on 13 November and the Rennie Grove Light up a life service towards the end of the month.

This year at the Christmas Lights switch on, we had a trail in the church where visitors could learn about and build their own Christingle. The contrast of the buzz in the church with the awe on the faces of those who had their Christingle individually lit and blessed was fantastic.

December is always a very busy month at All Saints with multiple school carol services, the mayor's festival of carols and our own services. It is also the time of year for major fundraising events such as the Christmas Craft Fayre, Tree festival and Sparkle which were all incredibly well supported. Thank you to everyone who gives their time and energy to make these such a success.

2023

The formal process to appoint a new Team Rector is underway and the churchwardens are working with the Wycombe team and deanery, Bishop Alan and the PCC to discern the way forward before the position is advertised.

It is vital that All Saints continues to move forward during the vacancy, and various opportunities for gathering, learning and activities have been planned for Lent including a series of congregational lunches. Development of our music programme is also underway and background work on the Sound, Light & Space project continues.

We are extremely grateful to everyone who has enabled services and activities at All Saints to continue as normal following the departure of both our Rector and Director of Music in 2022.

We are incredibly blessed to have such a faithful ministry staff and leadership team along with an inspirational and talent acting director of music and assistant Organist and thank them all for their dedication and enthusiasm.

Finally, an enormous thank you to all the volunteers who enable our whole community to encounter God and ensure All Saints continues to offer an inviting, inclusive welcome in the heart of High Wycombe.

Lis Burns
Churchwarden and Vice-Chair of the PCC

Mission & Evangelism

Introduction

The Church of England describes five 'marks' of mission as:

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

The following reports highlight some of the All Saints activities where we are striving to demonstrate these beliefs.

Arts and Spirituality

Installations

Over the year, Lis Burns and I have continued with planning and creating installations in the North Chapel to reflect the church year. Since All Saints' is no longer affiliated to the Quiet Garden movement, in February 2023 we decided to create The Quiet Space in the North Chapel as a place for quiet contemplation and prayer. The first installation in The Quiet Space was planned to reflect one of the books recommended by the Ministry Team; 40 Days with Labyrinths: Spiritual reflections with labyrinths to 'walk', colour or decorate by Fay Rowland. We take a lot of time considering different ways to engage people in the installations and make some interactive.

I have also created different installations in the church to reflect the church year and react to world events.

Encouraging people to use our building.

Our Platinum Jubilee art day on 7 May 2022 in collaboration with the Women's Cultural Arena, was a great opportunity to welcome people to the church to create artworks for our planned Jubilee exhibition. Gloriana the swan is currently residing on the mezzanine level in church!

Jubilee art exhibition

It was agreed that we would put together an exhibition to celebrate Her Majesty Queen Elizabeth's Diamond Jubilee. I invited different groups and schools that use the church during the year to contribute artwork for the exhibition. The response was amazing. We had a range of ages represented, and various art media. The exhibition was very well received by visitors to the church.

All Saints Gallery

So far, we have had artworks from the Women's Cultural Arena and Laurie Christie, and crafts made by the All Saints Craft group displayed in the gallery. Our local All Stars Preschool has provided the current display and other local schools have been invited to provide work for later in the year. The plan is to change the display roughly every half term.

Christmas Tree Festival

Once again, this was very successful and a wonderful way of welcoming visitors into the church and providing local charities and schools the opportunity to showcase their work to the community.

Forward planning

Personal issues prevented me from focusing on planning Arts and Spirituality events during the latter half of 2022. I would welcome any suggestions for future days, particularly from people willing to help to organise them.

I am planning on launching a regular session with Joc Lucas to support good mental health through mark making, and other art activities. This is still in development but initially the plan is to hold a session every 2 months on a Saturday.

Thistle Martin

Mustard Seed Café

Thank you to all our Welcomers and café volunteers who continue to help us open the Church to visitors.

We have a regular team of café volunteers, which makes opening the café so much easier. The Café continues to flourish and we were delighted to be awarded a 5-star food hygiene rating and Fairtrade status during 2022. Our partnership with Talkback continues and we welcomed 2 new volunteers from the group in November to help run the café on a Tuesday.

The volunteers are vital to keeping the building open, if you are 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.

Stephen Linger
Church Operations

Mustard Club

We continue to provide a meal and social time in the church each Tuesday evening for anyone from the homeless community or for those who are vulnerably housed. We are grateful for the use of the church building, for the financial support we have received from All Saints Church and from those who have not only donated their time to cook a meal but are able to provide ingredients free of charge.

Previously we have made collections at Christmastime outside of Waitrose at Handy Cross but were unable to do so in 2022. However, we have a date booked in for in 2023 and are looking for an additional one. We are currently giving our guests the opportunity to donate to the Stairway to Heaven project and I will make up the difference as we appreciate that they have very limited financial resources. One of our guests worked on the scaffolding erected on the tower in the sixties. It is important that we encourage them to give back when they can and invest in our community. They always treat the church with respect and our volunteers reciprocate by offering them welcome, respect and dignity.

We now have four ex- guests working as volunteers and really appreciate the contribution they make.

We were struggling to find sufficient cooks which was a real worry for Chris who does the rotas but in the last few days we have had two significant offers of help, this will make a real difference but we are always open to anyone who would like to volunteer (it is a very rewarding experience), please contact Chris or myself if you would like to find out more. A big thanks is due to Chris on whose shoulders the weight of responsibility fell for half of the year due to my illness. Fran from St Mary and St George can always be relied upon to step up and take overall responsibility on the rare occasions when both Chris and I are away.

Gill Blair comes when she can to cut the hair of our guests, a service which is very much appreciated by them.

Warm boxes were handed out on February 14th as are clothing and blankets and tents when we have them. There are at least two guests sleeping out in the woods and have been for some time!

We hope that as we continue to get back to normal after the restrictions of Covid we can concentrate more on the social side of the evening. We liaise regularly with Wycombe Homeless Connection to our mutual benefit and look forward to being able to continue with our 'meal' long into the future.

Sheila Doig and Chris Lamb

Children and Families

The Children's and Families ministry of All Saints has had a fulfilling year. Despite various challenges, we have been able to achieve many milestones that are worth celebrating.

One of the highlights of this ministry since September of 2022 has been the significant increase in engagement within our toddler and preschool group, Small Saints. From feedback from the families themselves it is apparent that going back to Fridays as well as maintaining the inclusive Christian ethos of the group, has attracted a greater number of young families. This has been an answer to prayer and a joint effort by me and the Small Saints volunteers keeping the faith and pushing through to rebuild the group to its former glory!

We have seen good engagement and participation by children and their families at our Sunday services. This is a testament to the ongoing work towards the creation of a fully welcoming and inclusive environment for children and their families. This has been supported by the inclusion of children and young people in various aspects of the service such as readings, prayers, choir, serving, and welcoming. Fortnightly Ark sessions remain popular and feedback from both children and their families is that the welcoming environment of Ark allows children to hear and respond to the message of the gospel in age-appropriate ways, and also to build and foster the relationships required to form part of a healthy church family. The children very kindly share their thoughts through our popular 'Godly Gallery'. The ad hoc 'Ark at the Vicarage / Museum', Parish Picnic as well as the Christmas party was well received by all. The Engage group of young people, although few, remain connected through church services and ad hoc social events.

Lighthouse High Wycombe 2022 was another success story for our town's ministry together with the support of All Saints through the volunteering for various key roles, participation amongst our children and young people as well as financial contributions. Positive feedback was received from parents and children alike, and as such we hope to build on this success in 2023.

Forming part of the Collective Worship Committee and the 'Clergy' Collective Worship team, I have been able to support and facilitate the development of the collective worship at the High Wycombe Church of England School. A collective worship team member which comprises of ministry teams from the benefice will go into the school on Tuesday each week to present an assembly to the whole school relating an arranged topic chosen by the committee which individual classes reflect on throughout the week. Gareth and I have also been involved in other ways such as the blessing of the whole school, blessing of the bookbags, and 'Ashes to go' on the playground after school which has helped to strengthen our relationship with the wider school community and has also provided opportunities for outreach and evangelism. The school has also started class visits to the church to support the RE curriculum and come to All Saints for Christmas, Easter, and Harvest services. Various other schools in the area have also visited the church for class visits (and I them for assemblies) and it has been great welcoming them.

The St George's Day parade and service for the scout groups as well as the annual school Christmas carol services were further highlights of the year. We were able to facilitate engaging services for local schools that provided a unique and memorable Christmas for the whole school communities. The annual Christingle service took a completely different form this past year, becoming a missional outreach event which utilised the town attraction of the High Wycombe Christmas Lights Switch On. This proved to be a highly successful way of encouraging the wider community to engage with the true meaning of Christmas by interacting with our Christingle trail and blessing, or by taking a Christingle pack home to complete in their own time. We look forward to further development of this event to achieve even greater engagement in 2023! The Christmas Eve crib service was well attended by both adults and children alike with higher-than-expected numbers and it has become apparent that this is a cherished service reaching many in the community and we will be looking at ways to ensure that it remains that way.

All in all, a busy and varied year with much to build on and cherish!

Robyn Connelly
Children and Families Minister

Pastoral

We are in the process of updating our records, both to make sure that we are complying with GDPR regulations and, more importantly, to find out how people are now that the covid restrictions have been removed. For some members of our community circumstances have changed considerably as a result of covid and other factors, so we want to be sure that we are offering the right support where that is needed.

Care homes: we are continuing to hold monthly services at Little Oaks Care Home and at Royal Star and Garter. It is a great joy to visit these homes and to share in the Eucharist with them. I am grateful to the team who help with the singing and keyboard accompaniment. A huge thank you to all of them. It was a privilege to be invited to lead the Remembrance Day Service at Royal Star and Garter. This is a really important event for them.

Pastoral Visits: home communions are now taking place without any restrictions. We should love to hear of others who would like to receive the sacrament at home, either because of illness or on a more long-term basis. Please let the ministry team know – it may be for yourself or for a member or your family or a neighbour.

Ideally, we would like to set up a pastoral care team who would be able to keep in touch with people and visit, as necessary. Please let me know if you feel called to this ministry. Appropriate training will be given.

Baptisms: these are now taking place as people request them. In 2022 there were 15 baptisms in the course of the year. It would be good to have a team of people to support this vital ministry. Please talk to me if this is something which you would like to be involved with – during the service or in other ways.

Prayer ministry: anointing was available at the Parish Eucharist during Advent. It has also been offered at Led by the Spirit services. We need to build up the team again so that this ministry can be offered on a regular basis. If anyone feels called to this ministry, please let me know. Training will be provided. My thanks to those who offer this ministry on a regular basis.

*The Reverend Jackie Lock
Associate Priest*

Welcomers

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

We are now open all week, thanks to Ray and Mollie moving their welcoming day to a Friday. Visitor numbers have picked up over the past year however there is no real pattern to the number of visitors we get by day of the week.

We have a regular team of welcomers now which makes opening the church so much easier.

The volunteers are vital to keeping the building open, if you are 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.

*Stephen Linger
Church Operations*

Prayer Guild

The small Prayer Guild continues to meet, and members pray regularly for church members and others in sickness or distress. Some have been on our list for many years, others are soon better, and we give thanks for their recovery.

Maureen Lampard

Liturgy and Music

2022 saw our liturgy and music return to a new 'normal' following the Covid 19 pandemic. A special 'Les Misérables' choral Eucharist was held in January, and on Palm Sunday there was a 'Requiem for Ukraine' with the Fauré Requiem sung liturgically in solidarity with Ukraine as the war continued. At Pentecost, there was a special Parish Eucharist and Choral Evensong as we said goodbye to Liam Cartwright as he moved to begin his curacy in Oxford.

After consultation, we advertised for a new Director of Music but were unable to appoint a suitable candidate. Happily, Philip Wayne generously volunteered to step in and lead the choral music on an interim basis, with support from Oliver Roberts. This arrangement has worked really well, and the choir has continued to develop and flourish. This enabled us to put recruitment on hold until a new Rector is appointed.

A new congregational mass setting was introduced at the Parish Eucharist, 'Mass of the Bread of Life' by Margaret Rizza. Choral Evensong continued monthly, including a special service on All Saints Sunday celebrating the tenth anniversary of the installation of the new bells. Both services are regularly live-streamed – our thanks to Barry Titchen in particular for his hard work in preparing and delivering this each week.

The Led by the Spirit Eucharists also continued after Liam Cartwright left, thanks to Sacha Tomkins, who has very effectively taken on the role of Worship Leader for the band. Led by the Spirit has continued to attract a wider congregation to catholic and charismatic worship from the area.

Following the death of Her Majesty Queen Elizabeth II, the church was opened to the public and a condolence book made available, and quiet space for prayer. On the 18th September, the Parish Eucharist was offered in her memory.

The year ended with a fine Advent and Christmas season, with the usual services. One innovation was to offer a Christingle event at the town Christmas lights switch-on, which attracted many people to make their own Christingle and have it individually blessed.

Alongside these highlights, we have continued to offer Morning Prayer and the Eucharist six days a week. The Thursday Eucharist and sermon has continued to be popular, and the quiet Lady Chapel services on other days have a small but steady following. Our daily services are an excellent opportunity to worship in a quieter way than on Sunday, and all are most welcome to come along.

Thank you to all who offer their time and skills to make our liturgy and music a worthwhile offering of worship to God.

Derek Lancaster LLM

Bellringers

Practices and Sunday morning ringing continued on a regular basis throughout 2022, and we rang prior to the Choral Evensong services. Numbers attending increased compared with 2021 but our method repertoire has not reached pre-Covid levels. On Sunday 30th October we enjoyed the special Festal Choral Evensong service led by Bishop Alan during which we celebrated the 10th anniversary of our new bells.

14 quarter peals were rung during the year, some of which have been rung after the Parish Evensong on Sunday evenings. The quarter peals were either for "training" purposes (first quarter peal for Simon Arthur-Hewitt, first away from cover for Gill Blair and first Stedman Triples for Peter Blower and James Vockins) or for special occasions (70th anniversary of the Accession of HM Queen Elizabeth II and her Platinum Jubilee, farewell compliments to Revd Hugh Ellis and to Revd Kevin Lovell, and a wedding compliment to Simon and Hazel Arthur-Hewitt). When the Queen died in September the tenor was tolled and quarter peals were rung in memory of Her Majesty (half muffled) and for the Proclamation of the Accession of King Charles III (with bells open).

Our annual dinner was cancelled again, but we did enjoy a short ringing outing in July. Cuddington and Bledlow towers were visited followed by lunch in the Lions at Bledlow. It was so good to be able to socialise together again after the Covid restrictions.

Striking contests were back on the events list for 2022. The "A" band won the local EBSB Branch 6-bell competition at Clewer and the "B" band beat teams from Windsor Castle and from Cookham in the Lorna Newton Knock-out Contest then won the final at Lane End. Members of our band also rang in the EBSB Branch band that won the Oxford Diocesan Guild 8-bell and 10-bell competitions. Although monthly 12-bell practices have resumed, we do not have the strength to enter the National 12-bell Contest at this time.

Monthly Saturday morning peal attempts resumed in March. Five were successful, two by visiting bands and three organised locally, but others were either lost or cancelled for various reasons. We also welcomed visiting bands for general ringing on eight occasions.

The handbell group reassembled after a couple years out due to lockdown. We rang carols for the opening of the Christmas Craft Fayre and outside the west door of the church for an hour on the Saturday of the Christmas Tree festival. It was rather cold but we attracted quite an audience and collected £48.58 for church funds.

The peregrine falcons returned to the tower in February. Four eggs were laid and all developed into healthy young birds, one of which fell off the tower a couple of times. It was after returning this chick to the nest at the top of the tower on 18th June that the top step collapsed. The stairs have since been treated for death-watch beetle and woodworm and many are in need of repair or replacement.

During the summer, the clock kept tripping the power supply. We restarted it several times but it kept failing. It was left off for a few months then started again late in the year and it kept going for longer. The chimes work but are completely out of sync with the clock so they have been left off until Gillett and Johnston come to sort out the problem.

Patricia Newton

Flowers

We have managed to arrange our pedestal in memory of a loved one, on occasions, during the year. Apart from Festivals, when we have as many arrangements as we can afford!! The price of flowers that come from Europe is rising at an alarming rate, so we rely on individuals to help with the cost of these. For Easter we had fourteen Church members who have sponsored lilies in memory of loved ones – Thank you.

Our small team of flower arrangers continue to support Janet and I, but it would be great if anyone else feels that they would like to join us. We would only ask for your help four or five times a year, but help with the upkeep and watering, when festival flowers are in place, would be greatly appreciated.

Due to problems with my left leg, I have not been able to be so involved but Janet has been a great support and taken on much more upkeep of the arrangements. Thank you, Janet.

Let us hope that the price of flowers stabilises so that we can still make our church beautiful.

Pat Lea

Servers & Communion Assistants

The last year has seen the roles of the servers and communion assistants return to the duties more or less the same as pre-pandemic. Some new servers have joined the team, to serve at both at 8a.m. and 10a.m services and we are very pleased that two of the younger members of the congregation have also started serving. We have also welcomed some new communion assistants.

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

<i>8:00am</i>	<i>Servers:</i> Assist the Celebrant, take a Chalice
<i>10:00am</i>	<i>Servers:</i> Assist either by carrying the Cross or by carrying a Candle <i>Communion Assistants:</i> Serve at Eucharist and other services by taking the chalices to distribute the wine at communion

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 continue to play a key part in welcoming the congregation to services at All Saints including the Sunday 8am, 10am and 5pm services as well other occasional services throughout the year.

It has been good to return to some sort of normality post Covid. Everyone is up to speed with the contactless offertory plates, and we have recently been trialling a change to improve the flow of people during Communion suggested by a team member.

We currently have 25 regular sidespeople on our rota which may sound a lot but with multiple services to cover, we are in fact looking for others to join us - particularly on the 1st and 5th Sundays in a month. Even if you cannot commit to a regular slot but could help occasionally or would simply like to find out more about what is involved, please do not hesitate to ask.

It continues to be a privilege to greet and assist people attending services. Thank you to everyone who supports the churchwardens in this vital ministry.

Lis Burns
Churchwarden

Stewardship & Finance

This group is responsible for monitoring our finances & expanding our planned giving, as well as supporting the Treasurer & Planned Giving Secretary. During 2022, the members were: John Lord (Chair), Barry Titchen (Deputy Treasurer), Chris Lamb (Planned Giving Secretary), Lis Burns (Church Warden) & Revd. Hugh Ellis (ex-officio, until July). 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.

Although the impact of COVID-19 continued to affect the first third of the year, there were recoveries in events & collections as 2022 progressed. There were generous responses to fundraising for Ukraine aid & our Parish Gift Day. Whilst cost of living pressures & departures affected planned giving, the Christmas Craft Fayre & Christmas Tree Festival were very successful – communally & financially.

In normal budgetary terms, regular income was £234,584, against expenditure of £240,829. Although a deficit was planned (for increased church maintenance), this was turned into a surplus of £4,953 by 1-off grants & legacies. There were also net revaluation gains, giving an accounts surplus of £29,660. Most of the funds from the property sale were used to purchase a more suitable apartment, which will generate rental income. The balance of these funds will go towards urgent safety work & the Sound Light & Space capital projects.

Planned Giving: Standing order gift aided donations in the year were £84,677, a decrease of £3,364 versus 2021. The Envelope Scheme gift aided donations were £3,816, a decrease of £384. Overall, the planned giving gift aided numbers decreased by £3,748.

Non gift aided Envelopes and Standing Orders were £12,607, an increase of £1,170 versus 2021.

Irregular giving via GA Yellow Envelopes amounted to £1,690, an increase of £478.

The ceiling of £8,000 in the financial year for Gift Aided Small Donations was reached before December. Gift Aid donations for specific purposes came to £22,168 & the total tax reclaimed for the year was £34,388.

The All Saints' Gift Day review triggered many generous responses: 19 made single gifts totalling £12,115 & there were 10 increases in Planned Giving, which will amount to £2,574 in a full year. However, some regular donors have had to reduce or stop planned giving, amounting to a potential net drop of £4,465 a year.

It was great to see the response to the war in Ukraine, in prayer, hospitality & with £5,193 raised for humanitarian aid, through a major concert, a choral Mass and other donations. The Christmas Craft Fayre & Christmas Tree Festival raised £3,915 between them, with £2,918 for the delayed 2021 & 2022 Sparkle events. These were great

community 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 nearly half of all income. We are extremely grateful for to the 100 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. Once again, **thank you for your generosity!**

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 Taxpayer, 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 the Wardens, Hugh, the SLT & PCC for their support.

John Lord
Hon Treasurer

Education & Discipleship

In 2022 there continued to be no clear nominated lead for our programme of activities aimed at developing growth in faith for our church community. However, since the vacancy began the Ministry Team have led a variety of activities in this area:

- The [‘Life Events’](#) section of the website was completely re-designed to support those enquiring for baptisms, weddings, funerals and confirmation.
- In Lent 2022 a workshop on prayer was popular, as were online sessions on the Fruits of the Spirit
- The Zoom-based All Saints Plus group has continued every week, engaging with the Sunday Gospel. These have been really fruitful discussions for those who have come along and includes people at all stages of faith development.
- Small Saints was re-launched on Fridays and is proving popular again. It is a great opportunity for families to engage with faith matters.
- For Advent, recommended reading was proposed and a number of people took that up and found it helpful.
- Subsequently, in early 2023, Lent book recommendations and Lent Lunches were offered, and four candidates were prepared for confirmation at Easter.

The initiatives above have helped to bring the community together post-pandemic and are encouraging. However, there is much more we could be doing as a parish to develop the foundations of our work as a church, which relies on the formation of the people of God in community.

We therefore still need more resource to enable a year-round programme to operate for all stages, from people who are starting out in faith to those with deep roots that need sustaining. Help and support is available for anyone taking on this important role – do speak to one of the ministry team for an initial conversation.

Derek Lancaster, LLM

Buildings & Fabric

As we emerged from COVID we have been able to tackle some of the work highlighted in the Quinquennial Report as well as undertake other general repairs and maintenance to the church.

Items on the agenda during 2022 have included:

- The flagpole was removed from the Tower in December 2021 as it was too damaged to repair. We had to wait for the Peregrine Falcon breeding season to end before the scheduled work could commence to

install the new flagpole in early summer Unfortunately before this work could be undertaken it was found that the tower staircase was infested with death watch beetle and part of the staircase collapsed. The flagpole could not be repaired until the beetle treatment had been applied and the stairs repaired. The beetle treatment was applied in December 2022 with the repairs to the stairs scheduled for 2023.

- Because of the work needed to repair the tower stairs we have had to postpone the survey of the church masonry to 2023.
- The work to refresh the toilets in the church has begun and a new floor has been laid. The painting needs to be completed still and the new radiators installed.
- We have completed on the purchase of a new rental property in in Aylesbury and now have tenants on a 12-month tenancy.
- The Tenants at 3 Castle Place have vacated the property and we are currently going through the process of referencing new potential tenants. (Hopefully, they will be in occupation before the annual meeting)
- The peregrine falcons who are regularly seen on the church tower are still in residence. They managed to rear 4 healthy chicks in 2022. We are hoping that they will successfully breed again in 2023. Peregrine Falcons are category 1 protected birds.
- We had another successful 'Big Church Clean' in August which provided an opportunity to give the church a good clean and a time for fellowship and lunch together.
- The pews in the lady chapel have been cleaned and waxed and our thanks go to Phil Hynard, Andrew Winton and Edgar Samuel for undertaking this work.
- The church heaters were cleaned and the filters changed in readiness for the winter.
- We still moving forward with the Sound Light Space project. The Case Document is being led by Lynda Moorcroft.

David Snoxell retired from the Fabric Committee and we are grateful for his dedication and contribution to the upkeep of the fabric of the building.

Jennifer Cartledge
Churchwarden

Sound, Light, Space

The Sound, Light, Space project is, in effect, phase 3 of the long-term project to maintain, restore and re-order All Saints church building to enhance its usability into the 21st century and beyond.

Phases 1 and 2 (2010 – 2018) saw the completion of the west-end reordering (installation of kitchen, office, toilets and the west entrance, bell tower etc.) with a spend totalling around £800k over that period (including the new peal of bells and tower maintenance).

This new project phase is seeking to ensure that the building continues to serve the worshipping and wider, local community by:

- **Sound:** restoring the organ to enhance its use in worship, concerts and ceremonies and installing sound systems that ensure accessibility for all, including the hard of hearing.
- **Light:** provision of a lighting system that utilises modern technology and is therefore more efficient, more flexible and effective for our worship, concerts and other purposes.
- **Space:** this part of the project takes into consideration the maintenance of the fabric of the building to ensure its safety and longevity and includes the restoration of the south porch.

Progress to date

A consultation exercise was undertaken in 2021 to capture the views of a wide range of users of the church with 90 respondents. Of these, a small sample (around 15) has been taken for more in-depth interviews (January to March 2023), which have now taken place and are being analysed with a view to having a clearer understanding of the future needs of the church building's users before making any financial commitments.

Work has also been undertaken to gain advice and approximate costings from specialists to inform ‘next steps’ and direction of travel with the project. With regard to the fabric of the church building, work is currently underway to replace the wooden steps in the bell tower (Stairway to Heaven) to facilitate further maintenance work to address masonry problems in the bell tower.

Next steps

It is the intention of the SLS project committee to appoint a bid-writer/project manager to assist with applications for funding for the various aspects of this complex project, whilst continuing to gain expert advice and clarity on costs.

*Lynda Moorcroft Titchen
(SLS Project Team)*

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, All Stars preschool, the church *House of Refreshing Ministries*, Rainbows and Brownies, and Castle Street Dance studios. We also provide facilities for other organisations when requested, for all of which we make a charge.

This year we had a lot of work done to remove or safely encase asbestos in the building. This involved the removal of tiled floors in all upstairs cupboards, the first-floor toilet blocks and the kitchen, plus the sink unit in the kitchen. We then had the toilets and kitchen refurbished, though lighting still needs to be updated and is next on the refurbishment plans, along with redecoration of these rooms.

*Elizabeth (Thistle) Martin
Oakley Hall Management Committee*

Communication

Following our full return to onsite worship in 2022, we continue to livestream most of our 10am and 5pm services via Facebook. This enables participation for those unable to join us in person and has increased our reach with some joining us from overseas. It has also allowed us to share special civic occasions such as the Jubilee Thanksgiving service at the end of May 2022 and the service to remember Her Late Majesty Queen Elizabeth II in September 2022. An enormous thank you to Barry Titchen, Derek Lancaster and Hazel Arthur-Hewitt in our technical team for their dedication.

As the number attending worship via Zoom fell dramatically, we no longer run this option for Sunday services, but a faithful group gather online each Tuesday to explore and discuss the gospel set for the following week. We also occasionally use this option for meetings.

Thistle Martin also continues to write each week to congregation members unable to be with us onsite or access online services and materials.

Our website has been updated with some great photographs taken by James Vockins over Harvest 2022 which capture the diverse and intergenerational nature of our church community. In addition to the website, we use Facebook and Twitter to keep the local and wider community up to date with our services and activities including a new “This Week at All Saints” feature.

Our Christmas 2022 campaign included a modern explanation of the Christingle along with details of our festive services, tree festival and craft fayre. The recyclable postcards proved so popular that we had to do a second print run!

Work on an external banner advertising our weekday activities is underway and following the discovery and repair of a lost noticeboard during August's annual big clean, Steve has been tidying up hard copy communications within the church.

Following congregational feedback and PCC discernment, a small group have been working on our parish profile which is a key part of the process to appoint a new Team Rector – particular thanks to Derek Lancaster and David Knights for their work on this document.

Due to increasing pressures in my paid job, and additional responsibilities during the vacancy, some of the regular communications work has been taken on by Steve Linger and Thistle Martin including a new welcome leaflet for visitors and newcomers. I am very grateful to both for all they are doing.

If you would like to share updated details of church activities you are involved in or publicise a social or fundraising event, please talk to me, Thistle or Steve.

Lis Burns
Churchwarden

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 2022, the PCC met six times, all of which were 'in person' and a great deal more enjoyable than the continued use of the Zoom platform; however effective it is. In addition, the PCC conducted business via email.

Our meetings have always begun with Evening Prayers, a time of worship together and concluded with prayers and 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 and the Sound Light and Space and Churchyard Projects), Pastoral, Education & Discipleship, Communication along with the Rector's and Churchwarden's reports and matters concerning Safeguarding. Reports have also been presented by representatives of the Deanery and Diocesan Synods.

In 2022 the PCC supported and reviewed various projects and measures, some of which are noted below:

- Development of online worship and activities.
- Consideration of preliminary proposals for both the Sound Light and Space and Churchyard Projects.
- Consideration of certain Diocesan matters.
- Consideration of environmental and sustainability matters.
- Reviewed and approved certain measures relating to Safeguarding and Health and Safety.
- Finance and fundraising
- The appointment of Holy Communion Assistants
- Arrangements for special services
- Matters related to the Church's properties.

Towards the end of the year, the PCC have also focussed some attention on the Vacancy, in particular preparations for the Parish Profile and Section 11 meeting.

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

Philip Hynard
PCC Secretary

Safeguarding

The safeguarding team met 9 times during the year in which we saw a change in membership Gareth Morley joined the team and sadly Hugh Ellis left for pastures new (and retirement). The team noted that during the Vacancy, information would be shared with the Area Dean if safeguarding support was required.

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 allow for the team to consider any statutory changes and opportunities to improve on all the safeguarding arrangements as well as managing individual safeguarding concerns.

The topic of safeguarding has a wide remit and includes the safety and protection of our children (under 18years) the well-being and safety of our vulnerable groups who may be unable to protect themselves and in ensuring that the focus of all the work provided for within the church community is safe and risk assessed. So, the meetings give us opportunity to consider the complexity of this work and make arrangements for robust responses when there are any gaps in this provision.

On going concerns include the implementation of Recommendation 26 of the past case reviews

“All Church bodies to raise awareness of domestic abuse, including the understanding of the harmful impact of domestic abuse on children.”

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 have had two occasions to be involved and work with the Diocesan safeguarding team.

The safeguarding training has been updated to meet the expectations of the National team and the Diocese has published a 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>

Members of the team have attended training events including *Prison awareness* to prepare for implementing our involvement in Safe Churches programme, when ex-prisoners can attend church safely. All Saints will be included in the directory for Welcoming churches for ex -prisoners.

The team are now in the process of updating DBS applications – this is on-going and becoming more limited as the stringent requirement of working in a regulated position for a minimum of 3 times a month or a one-off overnight stay is a fairly high threshold for an enhanced child and adult check.

On-going work:

- To implement Rec 26 PCR2 Jo Norman is on the National Team working group
- To complete the safeguarding dashboard as a priority
- To update DBS
- To promote the Church of England training to all members of the church
- To transfer all safeguarding records to All Saints and organise GDPR approved recording system within the church office.

*Jo Norman
Parish Safeguarding Officer*