



**Annual Report and Financial Statements
of the
Parochial Church Council
For the Year Ended 31st December 2018**



ALLSAINTS' CHURCH ANNUAL REPORT 2018 (VERSION B)

1. PAROCHIAL CHURCH COUNCIL

Registered Charity Number 1165115

The Parochial Church Council (PCC) is elected to cooperate with the Vicar in promoting the mission of the Church in this parish - pastoral, evangelistic, social and ecumenical, i.e. all aspects of parish life and it is responsible for adopting and implementing policies approved by the General Synod and the Diocese. It conducts the financial affairs of the Church, including setting the annual budget and raising funds. The PCC is also responsible for the care and maintenance of the Church fabric and its contents, it has a voice in adopting and modifying the Forms of Service used in Church within established forms of worship and can make representations to the Bishop regarding the welfare of the Parish. In all of this we try to represent the views of parishioners. The PCC (Powers) Measure 1956 highlights the Vicar promoting the 'mission', the Treasurer handling the finances, the Churchwardens the 'fabric and contents' of the Church and the PCC as a body is responsible for all matters in the management and running of the Parish. The PCC has appointed a number of committees and groups to exercise detailed functions in prescribed areas, the most important being the Buildings, Hall, Pastoral and Evangelism and Social and Fundraising Committee.

The PCC is a registered charity of which the members are Trustees. Members of the PCC are either ex officio or elected by the Annual Parochial Church Meeting (APCM) in accordance with the Church Representation Rules. The Vicar is the ex officio Chair of the PCC.

Three vacancies arose during the year - Val Hurst sadly died and Mark Lappage and Jane Goldman resigned.

The Annual Meeting of Parishioners on 22nd April 2018 re-elected Martin Harris and Lyndon Palmer as Churchwardens. Nik Bennett and Peter Shafe were re-elected as Assistant Churchwardens.

Fran Bennett and Anne Oke continued to serve on the Diocesan Synod and Nik Bennett was elected to fill the existing vacancy. There were six places to be filled at the APCM. Jane Bates, Andrew Nobbs and Peter Shafe were re-elected for three years, Shirley Ford was elected to fill a vacancy for two years and Jane Goldman was elected to fill a vacancy for one year, leaving one unfilled vacancy.

Following the 2018 elections, the following served as members of the PCC:-

Member	Representative	Complete Office
Miriam Mugan	Vicar	Ex officio
Dave Jones	Curate	Ex officio
Martin Harris	Churchwarden	Annual
Lyndon Palmer	Churchwarden	Annual
Anne Oke	Deanery Synod Rep	2020
Fran Bennett	Deanery Synod Rep	2020
Nik Bennett	Deanery Synod Rep	2020
	also Asst Churchwarden	Annual
Jane Bates		2021
Sam Beard		2020
Andrew Nobbs	(Treasurer)	2021
Chris Fagan	(Secretary)	2019

Shirley Ford		2020
John Galloway		2019
Jane Goldman		2019
Janet Martin	(Planned Giving Officer)	2019
Ann Palmer		2020
Peter Shafe		2021
	also (Asst Churchwarden)	Annual
Wendy Shafe		2020
One vacancy		2020

Sides People

The following people were appointed and served as Sides People during 2018:-

Michael Adam	Rae Bowyer	Alick Burge	Pat Foster
John Galloway	Sarah Gardner	Martin Harris	Val Hunt
Sue McKeague	Janet Martin	Andrew Nobbs	Margaret Paddick
Ann Palmer	Wendy Shafe	Derek Wakefield	Maggie Wakefield

There are opportunities for more people to be involved in this important work, which involves welcoming everyone attending services and more volunteers would be very welcome.

Review of the year

The PCC held eight ordinary meetings and one extraordinary meeting in 2018, (to approve a budget for 2019), with an average attendance at the ordinary meetings of 78%. The Finance and Standing Committee, consisting of the Vicar, the Churchwardens and Assistant Churchwardens, the Treasurer, The Planned Giving Officer, the Secretary and an appointed lay member, held four meetings which considered business arising from PCC meetings and planning of items for future PCC agendas.

2018 saw a continuation of the services and activities launched in earlier years under Rev Miriam's leadership and some new developments.

Following discussion at a Parish Day in January and detailed discussions by the Pastoral and Evangelism Committee the Mission Action Plan was reviewed. A new Mission Action Plan for 2018 - 2020 was adopted in April 2018, with four key priorities:

- Deepening our faith and sharing it more confidently
- Increasing our involvement with the local community through social and drop-in events
- Developing a five-year strategic plan to re-order the church interior, to enable better and more effective user of the building and
- Improving our access to and use of social media as a means to reach out to those outside the church.

Actions approved under this Plan included running Pop-up Cafés for adults and toddlers during school holidays and developing options for re-ordering the church interior. During 2018 eight PCC members attended Diocesan Vision Days which were part of an initiative called *Reaching New People*.

The PCC confirmed its support for a Parish Nurse project launched by Churches Together in Croxley Green to seek to meet clearly-perceived needs for health support for elderly and infirm residents. The PCC nominated the Vicar for appointment as a Trustee of the Charitable Incorporated Organisation which will run it and noted that the Croxley Green Charities had approved a grant of £1,000 towards the project. Details can be seen in the Churches Together report.

Detailed information on worship and outreach activities can be seen in the report of the Pastoral and Evangelism Committee.

The PCC adopted a number of policies and procedures based on statutory requirements and Diocesan models, namely:

- A Privacy Policy and appointment of a Data Protection Officer and Assistant Officer
- A revised Safeguarding Policy for children and Vulnerable Adults
- Signing up for online training on the requirements of the General Data Protection Order
- A Health and Safety Policy, appointment of a Health and Safety Co-ordinator and a commitment to establish a risk assessment procedure for the church and parish hall
- A policy governing the interment of ashes in the church memorial garden
- Signing up to the Domestic Violence Charter.

The PCC also received and adopted an annual Safeguarding report from its Safeguarding Officer and Assistant Safeguarding Officer, details of which are contained in the Safeguarding Officer's report.

Terms of reference were approved for the Finance and Standing, Hall, Pastoral and Evangelism and Social and Fundraising Committees which were designed to clarify and harmonise areas of operation and financial delegation.



The PCC continued to participate in the community project to install new church doors engraved with scenes illustrating the impact of World War I on Croxley Green, in which the parish participated jointly with the Croxley Green Royal British Legion Branch and the Croxley Green Parish Council, culminating in a dedication service in October led by the Bishop of St Albans and attended by the Lord Lieutenant of Hertfordshire among other community representatives.

The PCC approved a tender for retiling the south nave roof of the church and carrying out other repair work, set a framework for pursuing the internal re-ordering of the church to seek to better meet current needs. Details are contained in the report of the Buildings Committee. The PCC also approved a proposal to refurbish the church organ by using external funding.

A new Choir Committee was established and a new system of payment for Choristers was agreed. Details are set out in the Choir report.

The PCC resolved to support the following charities from the proceeds of Sunday tea and coffee sales during 2018: Watford and Three Rivers Refugee Partnership (February-April), Help Flush Away Poverty (May-July), Green Canteen (August-October) and Livability (November-January). The Parish also held a harvest lunch to support "Give Peas a Chance", the Bishop of St Albans' Diocesan

Harvest Appeal to support a Christian Aid project in aid of rural farmers in Malawi. The November PCC meeting voted to adopt a further four charities to support during 2019.

It is anticipated that in 2019 the PCC will continue to seek to implement the priorities of the Mission Action Plan, with particular emphasis on widening our forms of worship to involve families with less experience of church worship, to pursue the re-ordering of the church interior as well as essential repair works and to continue activities such as the Friday Dinner Bell lunches, the Pop-up Cafés during school holidays and the afternoon teas. The annual outings and children's workshops will be discontinued as the fresh initiatives outlined above are promoted.

Chris Fagan
PCC Secretary

2. SAFEGUARDING

Safeguarding is about doing our utmost to make our church environment a safe place for all. We will respond promptly to every concern or complaint made regarding a child, young person or vulnerable adult, for whom we are responsible, who may have been harmed.

To this end, we have a Safeguarding Team: the Safeguarding Officer, Anne Oke; Assistant Safeguarding Officer, Wendy Shafe; the Vicar, Rev. Miriam Mugan).

Safeguarding Policies

We have reviewed and updated our policies and practice in line with the guidance of the Church of England. The following areas have been presented to and accepted by the PCC:

In July, the PCC adopted a new '**Policy for Safeguarding Children, Young People and Vulnerable Adults**' prepared in line with the House of Bishops, the Church of England's Policy "Protecting All God's Children" and the new Parish Safeguarding Handbook published in June 2018. In November, the PCC adopted a '**Statement on Domestic Abuse**' (revised from 2017) and the '**Domestic Violence Charter**'. In formulating these documents, the safeguarding team drew on published Diocesan guidance and ideas put forward in a document published by the organisation "Restored: Ending Violence Against Women"

Safeguarding Training

The original brief to have all sides persons, servers, choir members, etc. undergo this training has been revised, as has the training itself. This year, seven people from our Parish have undertaken either face-to-face training and/or online training, as appropriate to their roles.

The **Disclosure and Barring Service** (DBS) ensures that a person has an unblemished criminal record at the time of checking. One person was checked as a requirement of their supervisory role of activities with young people. In addition, 7 PCC members have been successfully checked. This is in response to PCC advice given by the Diocese of St. Albans because our PCC sponsors and approves church initiated children's work or work with vulnerable adults (e.g. a Youth Club, Toddler group, home visiting scheme for the housebound). Beginning with Churchwardens, and proceeding with PCC members who are the most involved in such activities, the Safeguarding Officer has been arranging these DBS checks through this year. 2 are in process and 4 remain to be carried out in 2019.

Finally, it is important that every member of the congregation is alert to any safeguarding issues and informs a member of the safeguarding team immediately. Please do NOT keep any concern to yourself, neither attempt to deal with it on your own.

Contact with the Safeguarding Team can be in person, by telephone or made via this secure email address - safeguarding@croxleygreenallsaints.org.

Safeguarding Officer: Anne Oke – 01923 220782

Assistant Safeguarding Officer: Wendy Shafe – 01923 441638

3. ELECTORAL ROLL

All Saints', like all other Anglican parishes, maintains an Electoral Roll, which is reviewed annually. Inclusion on the Electoral Roll is voluntary, but inclusion is a sign of commitment and entitles those on the Roll to vote in elections to the Parochial Church Council (PCC) and to stand for election to the PCC and the Deanery and Diocesan Synods. Every six years a full revision of the Roll is carried out and this will be done in 2019. In March 2018 the Electoral Roll was reviewed and members of the congregation and other qualifying individuals who were not currently on the Electoral Roll were invited to apply for inclusion. To qualify for inclusion you must be:

- aged 16 or over
- a member of the Church of England and a resident of All Saints' Parish, or
- a non-resident of the Parish who has habitually attended worship at All Saints' during the last six months or
- a member in good standing of another church which believes in the Holy Trinity who declares her/himself a member of the Church of England and who has habitually attended worship at All Saints' during the last six months before enrolment.

Following the 2018 review there were 109 members on the electoral roll, of whom 37 (34%) were non-resident in the Parish. A full revision of the Roll will be carried out commencing in February 2019 and a new Roll will be prepared.

In 2018 we lost five people who sadly died – Barbara Chapman, Val Hurst, Margaret Lumsden, Lorna Mellor and Norma Stone, while Sally Parry moved with her husband Rev Charles Parry to Cheltenham and Ann Wynne-Jones moved to be near her family in Australia. However we were pleased to enrol Ann and David Dougans, Jane Goldman, Matthew Hilton-Dennis, Jane Manning and Edna Sansom.



Those on the Electoral Roll can ordinarily be expected to attend services and participate in activities of the church, including giving financial support to defray its costs of operation. Numbers on the Electoral Roll are used as one factor in determining the amount of the annual Parish Share which the parish is expected to contribute towards the expenses of the Diocese. In special circumstances such as sustained ill health an individual may not be able to continue to attend services or contribute financially and these circumstances will be taken into account when the Roll is revised.

I would ask anyone who qualifies to seriously consider enrolment on the Electoral Roll. Please speak to me or to Rev Miriam if you wish to obtain further information or an application form.

Chris Fagan - Electoral Roll Officer

4. ARCHDEACON'S ANNUAL INSPECTION

The 2018 Archdeacon's annual inspection took place on 25th September and this year we were visited by Duncan Kerr (Lay Vice Chair Rickmansworth Deanery Synod).

This was the first year of the three-year inspection cycle; the main items to be examined were the church registers and churchyard. In addition there were other topics and matters that were dealt with during the inspection which are as follows:

- **Mission** – *Living Gods Love*.
- Our current Mission Action Plan.
- **Caring for and developing the church building** – *a centre of worship and mission*.
The Quinquennial inspection checking on any work undertaken during the past year and checking the condition of the church inside and outside.

A review of all the Parish Registers, any Faculties or Letters of Authorisation issued or updated in the past 12 months.

To provide the church log book and the Inventory signed and ready for the Inspector's signature.

To ensure The Certificate of Employers' Liability Insurance is publicly displayed.

The Church Plate need not be displayed, though losses/additions should be reported;

Time was made available for us to raise any matters of concern about the life of the Parish, Deanery or Diocese.

Please see below a copy of the Inspection Report sent to the Archdeacon of St. Albans.

Lyndon Palmer and Martin Harris
Churchwardens

Archdeaconry of St Albans — Inspection Visit 25.9.2018 All Saints' Croxley Green

1. I met the church wardens, Martin Harris and Lyndon Palmer, at the church on 25th September at 4.30pm for the Inspection Visit which lasted a little over 90 minutes.

General

2. The church is in good condition generally, both inside and out. Plans for some quite significant re-ordering at the back of the church have now been finalised: these involve moving the vestry from the north west to the south west corners of the church in order to free up the rear of the north aisle for worship and general use and to further enlarge the children's area at the rear of the south aisle.



3. In addition, new engraved glass doors are about to be installed to replace the current inner wooden doors in the south porch. These new doors are a memorial to the large number of local

people who gave their lives during the First World War and Bishop Alan will attend the commissioning ceremony on 14th October. This project has involved various community groups working closely with the All Saints' fellowship and will undoubtedly enhance relationships locally. A significant part of the cost has been met from community sources.

Archdeacon's Checklist

4 i) The MAP for 2018 - 2020 resulted from a review carried out during a Parish Half-Day event held on 6th January. Building on the success of the previous plan, revised Vision and Mission statements were agreed and 4 priorities for the coming 5 years were established leading to 5 SMART goals for 2018/19. One of these was introduced during the summer and planning for stage 1 of another is well advanced - see para 2 above.

ii) The main items identified in the Quinquennial Inspection Report completed in September 2017 related to roof repairs and the intention is to carry out the necessary work next year.

iii) The required approvals for the installation of a retractable overhead screen by the altar steps and the associated projector at the rear of the church, and for work in the bell tower, have been obtained.

iv) The Registers are well kept and are up to date and the Log Book contains the required certificates. I signed the Inventory.

v) A draft policy on Safeguarding was approved by the PCC in July and is on display in the church porch as is the Employer's Liability Insurance certificate.

vi) The church is surrounded by grounds roughly triangular in shape which are flanked by hedges (which are maintained by the local authority). The grounds themselves are in reasonably good order and maintenance is carried out by church volunteers. There are no graves but a small area has been set aside for the burial of ashes. Although there isn't a formal wildlife area in the grounds, one area is suitable and may be developed for that purpose.

vii) Some records are backed up electronically and such coverage may be extended - the officer responsible for GDPR matters will review the matter in due course.

Conclusion

5. The range of initiatives planned or underway reflect the fellowship's commitment to developing the church as a centre for worship and mission and for extending further its outreach into the community. Financial constraints and limited volunteer resources are ongoing challenges but a positive attitude is evident. This is re-enforced by the care and commitment shown by the wardens which must be a real source of encouragement to the leadership and fellowship alike. Well done.....

Duncan Kerr (Lay Vice Chair Rickmansworth Deanery Synod), 25th September 2018

5. CHURCHWARDENS REPORT ON THE FABRIC OF THE CHURCH AND BUILDINGS

Church Fabric

We had our Quinquennial Inspection in September 2017 which did not identify any major works requiring urgent attention. It did highlight items to be completed within the Quinquennial time frame of 5 years with varying priorities. These have been added to the Buildings Committee's 5 year development plan for the work to be carried out. During 2018 these items have been in the planning phase.

The WW1 memorial engraved glass doors were installed in October and then blessed at a special service by the Right Reverend Dr Alan Smith, Bishop of St Albans.

Except for the cleaning of the roof gutters/valleys and routine maintenance, no other major maintenance works have been carried out to the church building during 2018.

Church Inventory

In 2018 a new stole and chasuble to mark Miriam's 10 year anniversary have been added to the Inventory and no items have been removed.

Faculties

One faculty has been applied for and granted during the year. This was for the Installation of a permanent audio-visual system comprising of a wall mounted motorised horizontally folding projection screen and a wall mounted digital projector.

The faculty for the installation of the WWI Memorial Doors has had the Certificate of Completion of Works' sent to the Registrar.

Statutory Compliance

The safety checks for fire extinguishers, electrical/gas appliances, fire alarm system and the lightning conductor were carried out during 2018.

Church Roof

Quotes for retiling the south face of the south aisle have been obtained and planning for the work to be completed is now being carried out by the Buildings Committee (see Buildings Committee Annual Report).

Altar

After the trial of the smaller Altar and the communion rails being moved to the bottom of the chancel steps and taking comments into account, the smaller Altar in the new position is now being used for all 9.45am Parish Communion services.

Thanks

Once again a big thank you to all who help to keep All Saints' Church in such good condition be it inside or outside. There are so many different jobs such as church cleaning, flower arranging, gardening and any kind of maintenance. These are undertaken by a small group of volunteers.

On behalf of everyone at All Saints', we would like to record our thanks to the excellent and very dedicated Pastoral Team we have here – Miriam, David and Anne.

Lyndon Palmer and Martin Harris
Churchwardens

6. TREASURER'S REPORT

Despite early expectations, 2018 was a good year financially for our Church. Although the accounts, at the time of writing, are with the independent examiner for her sign off, it is not anticipated that there will be any significant changes made to the accounts with a surplus of £4,791 on the general fund. Day to day income was £111,262 against expenditure of £106,471. The accounts have been prepared on a receipts and payments basis.

Despite the loss in 2018 of some longstanding members of our congregation, who supported the work of the church financially over many years, the offertory income came in on budget, albeit £2,800 lower than in 2017, excluding Gift Aid. We do however remain dependent on the sacrificial giving of a small number of people and need to look to spread the burden. I would encourage people to join the Parish Giving Scheme through a monthly Direct Debit. Details about it are available from Janet Martin, our Planned Giving Officer.



The amazing performance of our Christmas Market more than offset the shortfall on other fundraising events and in the end fundraising came in £1,470 over budget and contributed £9,074. Booking income from the hall generated £27,461 and was £4,461 ahead of budget. £2,500 was once again transferred to the hall renovation fund, which now stands at £5,000.

The telecommunications equipment installed in the bell tower generates an annual income to church funds of £19,319, without which we would face great hardship.

Savings were made on most areas of expenditure, with the exception of maintenance. The cost of essential works to the trees in the church garden, the replacement of the hall toilet windows and repairs to the hall floor, contributed to an overspend of £1,337 on repairs and maintenance.

Restricted and Designated Funds

The church contributed £1,000 towards the cost of the World War I memorial doors with the remainder of the costs met by fundraising, donations and grants. An application has been made to reclaim the VAT on the costs and this will enable the last elements of the project to be completed on budget.

Legacies to the church enabled the PCC to pay the deposit on the new projector screen, due to be installed in early 2019, and to update the church signage. In 2018 legacies were gratefully received from the estates of the late Win Terrell, Shirley Brown and Daphne Sharp. A generous donation, in memory of a relative, has been added to the sound system fund and will allow work to proceed in 2019, to address the deficiencies in the current system.

The legacy of the late David Williams forms the bulk of our restricted funds. Works in 2019 to south aisle roof and the proposed re-ordering of the north aisle will be funded from David's amazing generosity to All Saints'.

Reserve Policy

The PCC policy is to hold in the general fund three months cash flow, which equates to £27,815. The increase of the balance in the general fund at the end of 2018 by £4,791 to £39,694 is to be retained by the PCC to cover a predicted loss in the 2019 budget.

I am indebted to our banking team of Pat Foster, Chris Oke and Janet Martin who meet in pairs each week to count and bank the offertory and to Janet Martin for her meticulous work as Planned Giving Officer in maintaining the spreadsheet records. My thanks also go to Dot Reynolds for once again acting as the independent examiner of the accounts.

Andrew Nobbs
Treasurer

7. DEANERY SYNOD

Rickmansworth Deanery is made up of nine churches, All Saints, St Oswald's Croxley Green, St Lawrence Bovingdon, Holy Cross Sarratt, St Paul's Chipperfield, Christ Church Chorleywood, St Mary's Rickmansworth, St Andrews Chorleywood, Mill End and Heronsgate with West Hyde. Representatives from all the churches meet up three or four times a year and share the good experiences and the challenges that each church has. We discuss the latest views and news of the Church of England and how it will impact on us as a Deanery and what we can do together to reach out in our communities to show our churches as being caring and compassionate places where everyone will find a friendly face and listening ear, while sharing the love of God.

Some time ago we thought about areas in our Deanery which we could develop together and we set them as our Deanery Mission Action Plan Goals. This year we have continued to work on these goals and teams from the Deanery have worked together on the various projects which include the planning and gathering together for The Ascension Day Service in May and the Deanery Quiz Night.

We have also been very aware of the lonely people and those with dementia and their carers in our parishes and have planned church events such as sharing meals together and church services to help support them. Looking forward we are taking part in the diocese initiative of 'Reaching New People' and will be planning and developing ideas to share together and use in our parishes over the coming months.

Fran Bennett
Deanery Synod Representative

8. BUILDINGS COMMITTEE

THE WWI MEMORIAL DOORS: A COMMUNITY PROJECT COMPLETED



During 2018 new engraved glass doors replaced the *inner* oak doors in the South porch. The doors mark the centenary of the Armistice that ended WWI on the Western Front. Although hanging in the church, the doors are very much a part of the village as a whole's heritage, to be handed down to the generations who come after us. The population of those able to trace their roots fairly directly to the time of WWI is dwindling; a population who know little if anything of the village's history is growing. The doors will, it is intended, strengthen a link with the past for the first and create one for the second, now and down the years to come.

On 16 October a packed church celebrated the doors' dedication by Bishop Alan. We were honoured by the presence of The Lord Lieutenant of Hertfordshire representing Her Majesty. A fine tea in the best traditions of All Saints', suitably and satisfactorily, wrapped up the celebrations.

REPAIR OF CHURCH ROOF AND WALLS: WORK NOW COMMISSIONED

The Autumn 2017 Quinquennial (5 yearly) Inspection (QI) was for the most part reassuring; as a whole the building remained in fair condition and, importantly, dry. This would not however be true for much longer unless remedial action was taken. This was principally in respect of the state of the south facing roof of the south nave, which was judged in need re-tiling. But in addition there is a short catalogue of the lesser effects of wear and tear some of which it would be prudent to address now before they get any worse, but all needing to be tackled within the next quinquennium, the time window of our own five-year plan. These include repair of the mullions in the west windows and some of the other tracery; repointing the brickwork of the boiler house chimney, and some of the vestry stonework, cleaning down the iron frames of the windows (more details in his report); mending broken windows, for instance (but not only) in the base of the tower.

During the first half of 2018 under the guidance of our surveyor, Tony Booth, we invited four assessments of what needed to be done in relation to the roof, and bids for the costs. The four reports and bids were discussed at the Committee's meeting on 19 June and the conclusions brought to the PCC at their meeting on 5 July. Subsequently, the company GWS was invited to retiling the roof, which will be done immediately after Easter 2019.

PLANNING FOR PROGRESS: ALL SAINTS' FIVE-YEAR PLAN

All Saints' must evolve if it is to play a full part, social as well as spiritual, in the life of the village (and possibly beyond it). Radical changes to services have been and are being made; courses of study have been introduced. The family service has now outgrown the capacity of the south nave to accommodate it. On the more secular front, the hall is now used pretty much to capacity, so much so that it can be difficult at times to fit in specifically church needs, or any other needs for that matter.

Taken together these and some other – both local and national – considerations have forced a rethink of how the space provided by the church could and, more importantly, should be best used. It is necessary to say at this point that whereas some needs are apparent now, we don't (and can't) know what needs and opportunities will emerge in future. All we can be certain of is that the future is uncertain and the church had better be in a position to respond constructively to unpredicted as well as to planned and otherwise predicted change. What this argues for of course is that space should be flexible and readily adaptable. It should also be attractive (both inside and out), well and suitably lit, accessible, physically and psychologically, and warm or cool as the weather dictates.

At their meeting of 10 August 2017, the Buildings Committee proposed a five- year plan to make the church building fit for purpose, or given the paragraph above, purposes. Five years was chosen, first because that period of time would take All Saints' up to its 150th birthday; and second because it covered the next quinquennium during which time it would be necessary to carry out essential repairs to the church fabric identified by the church surveyor, Tony Booth. The plan identified a fair number of, variously, necessary and desirable changes that might be

considered. The plan came to the PCC and was approved in outline at their meeting on 4 January 2018.

The first move was to set up the Church Interior Re-ordering Group (CHIROG). Its role was to establish, analyse and discuss the scope of re-ordering and its practicality and feasibility (including financial). Expert architectural (and other) advice as necessary was authorised. The Group met for the first time on 12 January and six times subsequently; finally on 18 October when its deliberations were shared with the DAC. A final report came to the PCC on 1 November at which its recommendations were approved and the green light given to go ahead with the first phase of the work. This will include cleaning and repainting the church interior (once it has been seriously de-cluttered); replacing the heating system with a much more efficient modern system; replacing the pews in the north nave with foldable and stackable chairs. It is intended that the work will be carried out in the summer of 2019.

MODERNISING COMMUNICATION

Alongside the work of the re-ordering group, the Buildings Committee also worked on improving communication both for services inside the church building and with the outside world. New signage was put in place in the early part of the year to match that renewed some years ago. Discussion took place with companies specialising in modern audio-visual systems and a system commissioned; the overhaul of the church sound system also continued; plans were put in place during the year to complete both early in 2019.

THE WORK OF THE BUILDINGS COMMITTEE

Paperwork and meetings occupy a fair part of the Buildings Committee's effort and time: discussion with possible contactors; applying for grants; petitioning the Diocese for Faculties. In all of this we have the best possible help and support of our surveyor Tony Booth.

But members of the committee also maintain the church buildings and grounds, sometimes themselves, sometimes helped by the church's friends; two new windows were fitted in the hall; trees were pruned, undergrowth cleared; Warm thanks to Roger McKeague for rolling up his sleeves on our behalf, as also to Reg Walker the church's wiring expert and to sound engineer Eddie Stephens for bringing the sound system into the 21st century. Other work is impossible without our employing specialist professionals and companies. Tony East kept the gutters clear of leaves; David Heading maintained the boilers; our thanks to both of them.

Very special thanks to the team who designed, built and hung the beautiful new Memorial Doors; Tracey Sheppard, our brilliant glass engraver. Nero Glass Designs who supported her technically and craftsman, Mark Glendinning, who constructed the oak frames and hung the finished doors. And to the members of the Doors Committee who oversaw the project from start to finish, including our surveyor Tony Booth who was clerk of works to the project.

Last but certainly not least our deep gratitude to all those who so generously put their hands in their pockets to finance the project. And to those organisations which gave grants to support the work: the Parish Council; Three Rivers District Council; Herts County Council; The National Church's Trust. This was truly a community project.

John Galloway
Chair and Secretary of the Buildings Committee

9. PASTORAL AND EVANGELISM (P & E) COMMITTEE

The Pastoral and Evangelism Committee provides support and guidance to the PCC on matters relating to worship, spiritual growth, outreach and pastoral care. We met 5 times during 2018, including a specific meeting to discuss All Saints' Mission Action Plan.

It was acknowledged that Rev. Charles and Sally Parry would be greatly missed from our committee as well as our parish as they moved to Gloucestershire in the Spring. We thanked them for the enormous amount that they contributed to our Parish life. The Revd Anne Shaw has joined the P&E committee and this committee has eleven members.

A very positive Parish Day was held on Saturday January 6th. The morning was presented by Miriam and Dave and open discussions and exciting plans were raised for the future.

This led to a renewal of our Mission and Vision Statements (MAP):

Mission Statement:

*Connecting with Others
Growing in Faith
And
Showing God's Love*

Vision statement:

*'To be a vibrant and varied
community of believers
radiating the love of God.'*

New ventures and initiatives for 2018 arising from the new Mission Action Plan:

Connecting with Others

#First Sunday was launched in May as a 10.45 service, as an alternative to the First Sunday 12 noon service. This informal service appeals to many of the main congregation as well as young families who value the Communion Service. Whether to make this service even more informal is under review. Sunday lunch, courtesy of Pat Foster, followed at 12 noon.

Trial of a Nave Altar at the top of the Chancel steps for the #First Sunday service created a greater sense of togetherness, from the Vicar and the congregation's perspective. So the P & E committee recommended that this positioning of the Altar should be adopted for all future Sunday services. The PCC voted in favour.

Re-siting of the Children's Corner. Poor visibility of the Altar by children at services led to this move so that children and their parents' could better see what is happening. Rugs and cushions with activity sheets and toys have made a cosy and inviting area.

Newcomers' Welcome Evening took place in the Summer, giving us an opportunity to get to know each other better.

Pop-Up Christingle Service was in an exciting new format. Families enjoyed delicious refreshments, the children made their own Christingles and enjoyed Christmas craft activities. Moving across to the church, we had a simple service centred around the manger, culminating in the lit Christingles shining out in the darkened church as we sang carols welcoming the Christmas season.

Growing in Faith

Lent Course this year was based on the Booklet 'Live Lent: Let Your Light Shine'. It ran on 5 Thursday evenings and 5 Friday mornings.

An **Exploring Faith Course** in May and June was attended by 10 people. Some very good and challenging discussions were held. Three people went forward for **Confirmation** conducted by Bishop John at All Saints' church, followed by a celebratory tea in the church garden.

Showing God's Love

Monday Toddler Group. Greater involvement in this group has already had great success since Jane Bates, a member of the P & E committee, took on the leadership of this group after Easter. Please read her report.

'Pop Up' Café in the church hall for all ages, and with special activities for toddlers (0-5). This new initiative has been popular: open every Thursday morning through the Summer Holidays and at Autumn Half Term. It will continue in 2019.

'Afternoon Tea' was the re-launch of Seniors' tea inviting all ages in our community to come along. This afternoon is a good opportunity to make and strengthen friendships in the Croxley community.

The P & E committee has been greatly encouraged by the training given via the Diocesan initiative 'Reaching New People' (RNP). Some new, exciting and 'do-able' ways of reaching out to our community have been taken on board. We will be attending RNP training days in 2019 to give us greater confidence and understanding in how we at All Saints' can reach out in faith to others. If you would like to find out too, do let us know.

Anne Oke

10. HALL COMMITTEE

The Hall Committee has met six times in the last year with full attendance at each meeting. Hire contracts and hire fees have been reviewed and increases made to some of the hire fees. We remain competitively priced and a popular venue. As well as being used for our own functions such as Dinner Bell, Jumble Sale, Harvest Lunch, Christmas Market, Quiz Nights, refreshments after services, Pop-Up Cafés, and afternoon teas, the Hall is used by many groups within the community: Brownies and Guides, Toddlers, U3A and Badminton to name some of them.

The Hall is also let to a number of Dance, Drama and Fitness groups throughout the week. It is the place to give blood twice a year and for voting when elections are called: certainly a hub of activity within Croxley Green. The Hall is also hired for private functions (such as the Fishermen's Auctions), parties, weddings and gatherings. The revenue generated is an important element towards the running costs of All Saints' Church.

Other topics for discussion have been the improvements and repairs that need to be made to the Hall. Some have been minor repairs that have been dealt with already. There is now a need to draw up a comprehensive plan to include major works and redecoration to enable the Hall to continue to be a prime location for Church and community use and venue for hire. This will be a

focus over the next few months and the Hall Committee will work alongside the Buildings Committee to put the plan together.

The Committee thanks all those who have helped to clean the Hall (twice), tidied up the outside areas and replaced the toilet windows; special thanks go to Roger McKeague who has given a lot of time to assist us in 2018.

The 2018 Committee members have been Martin Harris, Judith Man, Janet Martin and Wendy Shafe and I thank them for their hard work.

Peter Shafe
Chair

11. SOCIAL AND FUNDRAISING COMMITTEE



When I come to write this report it never ceases to amaze me how much we seem to fit in over the course of a year!

In 2018 we have held a number of Fundraising events including 2 very successful Jumble Sales, a Quiz Night, a concert by the Chiltern Hills Brass Band, hosted a concert by the Watford Workshop Orchestra, had stalls at Croxley Revels and the Parish Council Christmas Market and held the most successful Christmas Market yet!

In addition to these events there has been the annual BBQ, Harvest Lunch (which was also a fundraiser for the Bishop's Harvest Appeal), we have provided refreshments for the Christmas Advent and Carol services along with Mulled Wine for the Christingle Pop-Up-Café.

Although not strictly SoFun events, members of the committee have also been involved with providing refreshments at the Fly Fishermen's Auctions in the Church Hall, arrangements and refreshments for the Confirmation Service in July and of course the Blessing for the Memorial doors in October and organised the annual Christmas Post Box to support Crisis.



May I take this opportunity to say a huge thank you to the members of the committee for all their hard work and commitment over 2018 and to everyone who has supported, helped or attended any of the above.

Ann Palmer
Chair, Social and Fundraising Committee

12. GARDEN TEAM



This has been a very busy year in the grounds around the Church and the hall and we hope you like the changes. General maintenance has been carried out throughout the year, and we thank all those people who assist with this, keeping the grounds looking colourful and welcoming. Thank you to Alick Burge who works tirelessly cutting the grass and generally tidying up; Margaret Paddick who tends the flower beds by the choir vestry and by the hall driveway, as well as the horse trough by the hedge; and Andrew Nobbs who took over the large bed in the back garden which had previously been tended by David Wynne Jones. This bed has traditionally had dahlias in it, which reappeared this year. To these, Andrew added a large array of other plants which made a stunning display through the summer – despite the extended hot weather and the lack of rain for many weeks! Another person who spends many hours, particularly in the back garden, is Chris Fagan, picking up litter and emptying the bin. A valuable but not very glamorous job – thank you!

We held a garden clearing day early in the year where a group of us cleared a lot of the shrubs and small trees from the front of the hall which made a huge difference – well done to that team. Others have worked to try and keep other areas weed-free and tidy: no easy task I have to say - we are very good at growing weeds!

I generally look after the bed between the gates and the porch and the smaller beds in the back garden. On many evenings through the long, hot and very dry summer, I would arrive to water the plants and would meet Andrew already hard at work! It was never-ending, and we must have walked miles with watering cans, but the reward was some very colourful displays. During the autumn/winter of 2017, some daffodils were planted by the Trefoil Guild in memory of Pat Rowley which gave some spring colour this year. We have had several roses planted in memory of people during the year, and again, with lots of water and feeding, they have flourished.

Through the second half of the year, work has really concentrated in the rather overgrown 'woodland' areas around the hall. Martin Harris and Roger McKeague have spent hours and hours cutting, pruning, hacking and chopping the trees and shrubs which had become very unruly over time to make a much clearer, tidier and more welcoming area. They also tidied up the path edges and this has made a massive difference to the overall appearance of the area around the hall.



Thank you to you both for your amazing work here. We have also had some work done on cutting back some of the larger trees, most notably the horse chestnut at the front of the hall, as they were becoming dangerous over the road and pavements.

We are planning on making the area to the west of the hall, behind the bus stop, into a wildlife area so if you have any ideas for this do let us know. We are always keen to have help, especially on garden clearing days, so if you have an hour or two to spare and would like to do a bit of gardening, or watering in the summer, do get in touch with either myself or Martin. Most importantly, please enjoy and appreciate the gardens around our church.

Janet Martin

13. CHURCH CHOIR

2018 was another full year for the choir. Musically, the choir has continued its journey to develop their singing skills to enhance the worship of the church, and to respond flexibly to the evolution of the church's growth. Following the investment in new modern music in 2017, a good resource of music covering different styles of worship now exists to cater flexibly for different services. With the planned changes to the church fabric in 2019 resulting in new and different ways to enhance worship, I look forward to working with the Vicar and PCC to support through music their endeavours to ensure that All Saints' continues to grow and attract new people into the church.

In addition to singing regular services throughout 2018, we were pleased to support the 60th Anniversary of St Bede's Catholic Church in September 2018, by providing and leading a joint choir drawn from churches across Croyley Green. Following this, a key musical highlight was the splendid service in October 2018 conducted by the Bishop of St Albans at All Saints' to bless the new "Memorial Doors". I am grateful to the choirs from St Bede's and St Oswald's, together with the hard work from the All Saints' choir, to provide a joint choir of 30 singers to make that a truly memorable service.



After three years as Head Chorister, Zoe Martin stepped down from the role to be replaced by Katherine Vandy in September 2018. I am grateful to Zoe for her endeavours to support the Junior Choir, particularly preparing them before each service and then leading by example during each service. I look forward to working with Katherine over the coming year.

The children continue to develop, and it was once again rewarding to see them grow in confidence. In July 2018, James Vandy achieved his "light blue" Voice for Life Award, and Samantha Martin achieved her "half light blue" Voice for Life Award. The older children (Zoe Martin, Katherine Vandy and William Vandy) continued to develop their confidence by stepping forward to lead on supporting the choir through mature and confident singing. During the year, I introduced a new and simplified system of "Junior Choir pay", which provided better transparency and incentives to develop music skills through attendance at choir practice and services.



I remain very grateful for the commitment, hard work and loyal service that the adults give to the choir. I would like to thank Anne Oke, Chris Fagan and Fran Bennett for the support they have given me in running the Junior Choir rehearsal on Wednesday evenings. We wished Lil Tsang well as she left to have a baby, and I would like to record my thanks to her for her work to run the choir library since I joined All Saints' in 2013.

Recruiting new singers into the choir remained a challenge in 2018, with many potential adult singers unable to commit to the weekly Wednesday evening rehearsal. In light of this, in 2018, I introduced a new system of "occasional singers" for people who could support major services such as Easter and the "Blessing of the Doors" service which I will continue into 2019. Following advice received from the Royal Schools of Church Music (RSCM), I am considering at

the time of writing changing choir practice time from Wednesday evening to Sundays, to take place either before or after the Sunday morning service depending on the timing of the service. In this way, my ambition is that the choir can respond flexibly to the everyday needs of its singers, so that the choir can attract and retain singers in a way which better suits the needs of busy modern lifestyles.

Chris Ashley – 16 January 2019

14. SERVERS



The servers are on duty though-out the year at the 8.00am and 9.45am services including all the services for Easter and Christmas festivals.

In 2018 we had a guest server for 3 months, Laura, who was on a placement at All Saints' from Soul Survivor as she explored her vocation to the priesthood.

We are a small team and the number of servers has declined over the last few years so in 2018 the decision was taken to reduce the number of servers on duty at the 9.45am Parish Communion service from 3 to 2. We are always looking for new people to join the team so if you are interested please speak to me.

Lyndon Palmer

15. PARISH MAGAZINE

The Magazine Team has now settled into a group of four members (Fran Bennett, Shelagh Booth, Janet Martin and Wendy Shafe) who plan, produce, print and organise delivery of the monthly editions. Revd Dave Jones has joined us for some meetings to give us IT training and share ideas. Dorothy Sims is also involved as she compiles the Prayer Diary each month and our thanks go to her for her work. Our thanks also go to Tony Booth and Pat Foster, our proof readers, who do a fantastic job.

Each edition continues to have the regular contributions from Miriam, the Children's pages, the various diaries and monthly Readings to keep readers informed. The Magazine also has reports on what groups within the Church have been up to and advertisements to let people know what is coming up. This year, as it was the centenary of women being given the vote, articles about inspirational women were included which were both informative and thought provoking.

We are always looking at ways to improve the Magazine and welcome feedback and contributions. The inclusion of more photos has received positive comments as 'they help to bring articles to life' and they add another dimension to the Magazine as part of our archives. We would like to receive more articles, cover designs, poems and reports from you to include in your Magazine. Our e-mail address is now magazine@croxleygreenallsaints.org

About 130 Magazines are printed each month. Some are posted to people who have moved away but want to keep in touch, some are bundled up for delivery and the rest are collected from Church. Thank you to Fran who organises this part of the process as it is often frustrating and time consuming. Thank you also to our team of deliverers who make sure copies go out to people in Croxley Green.

Well Done and Thank You to the Magazine Team for their hard work and commitment.

Wendy Shafe

16. SOCIAL MEDIA

The Communications Committee continues to oversee the All Saints' social media platforms which are the Website, Facebook and Twitter.



Parish Office

The parish office has moved to a Microsoft web based document management and storage system which provides security and protection of documents and applications.

Website

On the website you can find information about the church and what activities are going on. These could be services, group meetings or events. The church calendar, pew sheets and parish magazine can also be found on the website. The committee have discussed refreshing the existing website and are looking to have a new website up and running in 2019.

ChurchSuite

ChurchSuite is a web-based church management system for individual churches to simplify administration, management and communication. For communication we use email or SMS to notify church members of rota duties and up and coming events.

In 2018 the General Data Protection Regulation (GDPR) came into force and new consent forms were distributed to gain consent for the church to hold personal data of church members. The administration of Hall bookings was also added in 2018.

As well as the website and ChurchSuite, our Facebook page and Twitter site are available to you so you can comment and follow everything that is All Saints'.

Internet Links:-

Website - <http://www.croxleygreenallsaints.org/>

Facebook - <http://www.facebook.com/croxleyallsaintschurch>

Twitter - @CroxleyAllSaint

Lyndon Palmer

17. ALL SAINTS' MU BRANCH REPORT



All Saints' Mothers' Union Branch had a full calendar in 2018. We had a wide range of events and speakers at our meetings, though sadly not all well supported. A key talk was in November when MU speaker, Margaret Burbidge, talked with passion about the importance of supporting the '16 Days of Activism against Gender-based violence' with action and prayer.

MU members have been very involved in the busy life of the parish community through prayer and action. We were pleased to be involved in the new Pop-Up Cafés, the quarterly Afternoon Teas, and helping with the Monday Toddler group; indeed the new leader is an MU member. We also continued to play an active part in the Thursday morning service; with a prayer focus on Mothers' Union projects worldwide once a month. We have kept the church contact with Baptism families by delivering Baptism Anniversary cards.

Supporting the MU Literacy Education project was our fund-raising focus in 2019. Through the annual Jacket Potato lunch, and two church/MU lunches generously hosted by Anne Shaw, we raised £337. The Deanery Cream tea raised further funds for overseas projects. We joined with Deanery members to raise £221 through the Afternoon Cream Tea.



We have regularly shared the action and outreach of MU through the monthly slot in the Parish magazine and in other publicity. We have been pleased to have members of the congregation support us in many ways and join us on our day trip to Tiggywinkle's Wildlife Hospital.

Our numbers at meetings have diminished and, because of this, we will cease to run as a 'branch' from 2019. However, because we value the work of the Mothers Union in supporting family life, especially those in need, by being a voice for justice and running education programmes, we will continue to actively support its work: by caring for others, supporting family life in our parish, attending Diocesan events and fund-raising for its important projects. You are welcome to join us.

Anne Oke, Branch Secretary

Mothers' Union Diocese of St Albans
(Registered Charity No: 249814)

18. FLOWER GROUP

A small friendly team have provided flowers, fun and fellowship while decorating the church for festivals and through the year. Our team of helpers continues to grow slowly as one or two more people have come along to show their artistic side and make flower arrangements and a friend and past All Saints member from way back has very kindly been donating wonderful greenery from her garden. As you can see we also have willing helpers that make sure that we leave the church very clean and tidy.



We make the different flower arrangements for the festivals, church services and individual people who request flowers in memory of a special time in their lives. It is a way of showing how much we care about our church, the people in it and all that takes place at the different

services throughout the year. We couldn't do this without all the practical help and the generous donations towards the flowers. Thank you very much to all who have helped us with this.

Fran Bennett

19. FAMILY SERVICES

Our Family Service is on the third Sunday of every month at 11.30am. There is no Family Service in August or December and in March and September we had joint services at 10.45am with the congregation from the 9.45 service when we celebrated Mothering Sunday (March) and Harvest (September). During 2018 we have an average attendance of 44 which is marginally lower than the previous year. Our plans for 2019 are to continue building positive relationships with the people attending and supporting the adults especially in deepening their faith. As the Family Service currently targets younger children we will be exploring a style of worship under the umbrella of Forest Church that might be more appealing to older children.

Miriam

20. YOUTH GROUP

We meet every other week during term time on a Sunday evening and continue to enjoy a range of activities and discussion/debate. We would like to explore the possibility of a few days away together later in 2019.

Miriam

21. CHILDREN'S WORKSHOPS/POP UP CAFÉS

As part of our Mission Action Plan priorities for 2018 we reviewed our children's activities in particular the Children's Workshops. These have been running for 11 years and we have journeyed alongside children who have attended as they have explored and delved deeper into the Christian faith and key festivals of the Christian year (Easter and Christmas). Through a wide range of imaginative and creative activities we have engaged hundreds of children in conversation as they ask questions and share their thoughts and ideas.



Over recent years the numbers of children attending has fallen as other activities such as sport, dancing, swimming etc have taken precedence. Alongside this the preparatory work that is needed to plan and prepare activities has become more onerous. One of the weaknesses that we identified with the Children's Workshops was that there was no opportunity to engage in meaningful conversation with the parents/carers of the children. We felt that this was a significant gap as there was no way of taking forward the opportunities that there may be for ongoing nurture and support for the children's growth in faith and understanding.

In the light of all this we decided that we needed to explore a new way of engaging children and their families. We had identified a particular need for parents/grandparents/carers of very young

children especially during school holidays. During the holidays all of the usual activities that young parents are able to access during the week such as toddler groups, music groups etc close, leaving many young parents at home alone with a baby/toddler/young child and limited opportunities for them to socialise resulting in many feeling isolated. Such isolation has a very negative impact on mental wellbeing for both parents and children and is particularly challenging for single parents and those with post natal depression. Alongside this we are also mindful of people who are more senior in years who also struggle with being alone as activities for them often close during the holidays too.

With this in mind we developed a weekly Pop Up Café during school holidays. This provides an opportunity for mums/dads/grandparents/carers to meet up. A range of toys and craft activities are available for children from birth up to about 8 years old. With the amazing support of our church congregation (for which we are very grateful) we are able to offer a marvellous variety of cakes (mostly home made which are always very popular) along with tea/coffee and fruit juice. There is no charge for attending but donations are welcomed and people have been very generous in their giving.



The ethos of the group is that parents/carers maintain responsibility for their own children however we have brilliant volunteers who are always on hand to help out especially if a parent/carer needs some additional support. The Pop Up Cafés have proved to be very popular and much appreciated by those who come, it is truly inter-generational as people of all ages come along. In addition to this there are such wonderful opportunities to simply chat with those who come and share some of the things we do at All Saints' particularly in relation to children and parents. It has proved to be a great missional and outreach opportunity, and such a witness to those attending of the love, presence and generosity of God at work through the people who provide cakes and/or time to be there.

We plan to continue with the Pop Up Cafés during 2019 and build up our relationships with those who attend. Please keep making those lovely cakes and do come along either to help or simply to enjoy a cuppa and a piece of cake. God is truly at work in all of you.

Miriam

22. MONDAY TODDLERS GROUP

This year has seen a big growth in membership of the group. The Pop-up Cafés in the summer were a great advertisement for this. We want to give the parents and carers time which is happy and relaxing, an oasis in their busy day by showing Christian love and friendship. A quote from a Toddler conference "Love them till they ask why?" these are our values.

Building relationships are so important. Miriam has been able to have time to meet and talk to members, many of whom had their children baptised at the church. All the members need love and support as looking after children is hard and demanding. We hope that this will lead to learning more about God's love and hopefully becoming involved in the church life. Whether this happens or not, we are sowing seeds of God's love and who knows when these will start to grow?

We are aiming to provide more activities which are sensory and exciting craft ideas and try to show the Christian message of love and care. We are very grateful to Jane Colbourne who supervises the Craft table each week and most importantly spends time talking to the Mums. We have promoted a healthier snack time with breadsticks and raisins, these take longer to consume than biscuits resulting in the children sitting around the tables for longer making social time with Mums carers and children all together.

The practical side is hard work! Preparation for the morning involves moving chairs, tables and lifting all the toys from under the stage. We have the hall ready when the first toddler arrives which is different from most Toddler groups in which the parents and carers have to prepare this with their children running around which can be stressful. The craft is prepared for them and drinks are organised and washed up. We are very grateful to our trusty band of helpers. Anyone who can spare an hour to help with refreshments or tidying away would be very welcome!

A risk assessment has been made to ensure safety for all and will be reviewed this term.

Jane Bates

23. AFTERNOON TEAS



It was with much sadness that we waved goodbye to Reverend Charles and Sally Parry in March as they moved to pastures new in Cheltenham. Amongst the many things that they did at and for All Saints' the Afternoon Teas (previously called Senior Teas) were a particular ministry where they so generously shared their gifts, time and talents. It has been a delight to welcome people from the local community and beyond to our afternoon teas which happen 3

times a year, it is an opportunity for people to meet up with old friends and make new friends.

Towards the end of 2017 and early in 2018 we noticed that there was a decline in the number of people attending. This was for many understandable reasons, but we needed to think about how we might provide and afternoon event for people in our local community that met their needs. Social isolation is a real issue for many people, particularly those who had lost friends because they had moved away, moved into supported accommodation or died, and so we needed to ensure that we supported people in these situations and enabled them to make new friends and acquaintances. In discussion with people who were retired it became clear that the term 'Senior Teas' invoked an image of something that we arrange 'for people much older than us'. In fact the purpose of the Teas has always been to engage a broad range of people of all ages. We therefore changed the name to Afternoon Tea. In addition to this we reviewed the content of the afternoons and introduced a quiz element. This improved opportunities for people who were new to get to know others as



well as providing an enjoyable activity. Name that Tune organised and hosted by Tony and Sheelagh Booth in November proved to be a very popular activity followed up by a carol singalong. We have noted a steady increase in the number of people attending the teas over the course of 2018.

Our plan for 2019 is to continue to provide a range of activities at the Afternoon Teas and build relationships with the people who attend.

Miriam

24. CHURCHES TOGETHER IN CROXLEY GREEN

I was again re-elected as Committee Chair, this was my final year in office having completed my six year tenure.

All Saints' have actively participated in all of the Ecumenical events for 2018 (see:- <https://www.lovecroxley.org.uk>). We also attended the AGM and the three Committee meetings throughout the year. The Clergy have also met regularly in order to liaise and plan our joint activities.

The Croxley Green Foodbank has shown an increase in demand over the year as have the other outlets in the area. This is a vital facility for all of those in need. (see:- <https://rickmansworth.foodbank.org.uk>) This initiative originated from the members of All Saints' Church.

Good progress has continued in order to establish a Parish Nurse for Croxley Green. A Charitable Incorporated Organisation has been created and our Nurse will be appointed during 2019. (See:- <https://www.croxleyparishnurse.org>)

Nik Bennett

25. DINNER BELL



Dinner Bell has had another very successful year. We regularly get around 40 customers each week, many faces coming back almost every week and others who drop in from time to time. We have also attracted several new helpers, Tracy, Cristina and another Janet, which has been fantastic and they have been a great asset, joining the well-established group of Wendy Shafe and Janet Martin who do the cooking, Vicky Vandy, Chris Oke, Martin Harris, Peter Shafe and Chris Fagan who help to set up the hall, clear tables, serve and wash up. Thank you to Ann Harris who, with Martin, often peels and cuts up the potatoes for us

to cook early on a Friday morning. We must also recognise that some people can only attend Dinner Bell because they are given a lift by someone, so to all those people – thank you. Thank you to everyone who makes Dinner Bell the success, and fun, it is. We all enjoy the

camaraderie and the feeling of being a very strong team. It is hard work but we all get so much from seeing the customers coming in week after week, enjoying the food and friendship that Dinner Bell was set up to provide.

We offer a varied menu, including both vegetarian and meat options, which is all home cooked and freshly prepared. We get many compliments over the quality of the food and some people tell us that Dinner Bell is the highlight of their week! We even heard that we were talked about by a customer on holiday in Scotland and, as a result, we got a couple of new customers! We have watched as groups of friends meet and chat over lunch and as new friendships have been established. It is also a great way to keep in touch with people and when we don't see someone for a week or two we can check that they are ok. There is always a happy buzz or chatter in the air.

We celebrated a 100th birthday in the summer, (and all got to see the card received from the Queen), as well as two 1st birthdays and the birth of Charlie on Christmas Eve to Tracy and Simon. Sadly, we also lost a regular customer when Barbara Chapman died.

The food that is not eaten is frozen and sold to customers who perhaps don't want to cook for themselves so much at home, or given to people who need them, which has been a real bonus to those who have been ill or bereaved. We have also continued to deliver meals to 2 customers who were often unable to get to Dinner Bell, ensuring that they get the meals which they enjoy. Other people will come along with their plastic tubs to get a take-away to eat at home!

We have continued our successful charity fundraising and during the year we have raised £212 for Christian Aid during Christian Aid week and £190 for the DEC appeal following the Indonesian Earthquake in October.

With profits we have purchased coffee and tea for after services on a Sunday and for other Church activities; replaced and purchased resources for the kitchen such as new saucepans and ceramic dishes; blue roll used in the kitchen for drying hands; washing up liquid, foil and cling film; 3 electric hot trays to keep food hot while serving which have made a big difference; ingredients for cake making for the Revels and the Christmas Market so all money taken there is profit; 3 Christmas trees for in Church, a donation towards Miriam's new chasuble and small tokens for the helpers. In addition, we have continued to put money into a church account which will go towards refurbishing the hall.

Something else that we have noticed this year is that Dinner Bell customers have readily supported a range of Church activities such as the Christmas Market and social events, as well as several coming to some services in Church now that they know some faces there.

Thank you to everyone who has supported Dinner Bell this year!

Janet Martin and Wendy Shafe

26. SUNDAY LUNCHES

The Sunday lunches have been held on the first Sunday of the month, after the morning services. They were an opportunity for parishioners and their guests to enjoy lunch together,

including some of our senior and less mobile worshippers who enjoy social contact with friends over freshly cooked food. Diners were invited to make a donation for the meal, usually about £5. We have had a loyal following of regular attenders and have been pleased to welcome some new attenders during 2018.

After covering costs of ingredients, the surplus cash is used to purchase items for the Church and Hall. During 2018, the lunches made a profit of £575, which will be used to purchase additional audio-visual equipment for use during services in Church.

I would like to thank those of the congregation who regularly supported the lunches this year and made them so pleasant to attend. I know diners enjoyed the relaxed and sociable atmosphere during the lunches. Thanks also to those friends and colleagues who cheerfully gave their time to help prepare and serve the food and set the tables, as well as to clear up afterwards.

For 2019 we are reviewing the place and timing of the Sunday Lunches in view of potential changes to the pattern of our services.

Pat Foster

27. SUMMER OUTING

The Seniors 2018 summer coach outing was to Bourton-on-the-Water, with a short coffee stop at Waterperry Gardens.

Sally and Charles Parry had been running these annual coach outings for many years. As they were moving to Cheltenham Sally asked me if I would accompany this one. As she had done most of the organizing and booked the coach company, I agreed. Jude in the office dealt with the money side, £16 a head, which was most helpful and also compiled a register of participants; we also had a waiting list. I think Sally could have charged more, as Andrew the Treasurer had to cover a small shortfall. One good thing was that we asked for the money up front, as on the day three people did not come. If they had informed us earlier we could have used the waiting list, which was frustrating.



The people who came were from the wider Croxley Community, as well as a few from All Saints'. The file with all their names and phone numbers is in the Parish Office. Many had been on Sally's trips before and come to our Senior Teas, which is where it was advertised as well as in our own Parish Magazine.

The feedback on the day was positive and Margaret Paddick even wrote a poem!

Shelagh Booth

28. MONTHLY WALKS AT ALL SAINTS'



These started after a suggestion of mine at coffee one Sunday. They have been enjoyable and Croxley Green certainly has a variety of walks that can all be accessed easily from the church. Sometimes we did a canal walk; other times a walk through the woods at bluebell time and autumn time. We also enjoyed exploring Croxley Moor and finding out where David Wynne Jones's bench has been placed.

I thank Janet Martin for her help in leading some of the walks, which we advertised in the Parish magazine. Those who participated said they were very enjoyable. Sometimes we had as many as eight walkers but numbers were often lower. We will need to review the level of demand to see if it will be worth organizing further walks during 2019.

Shelagh Booth



29. ALL SAINTS' PARISH CHARITIES

All Saints' has two principal charities, which are the Reverend David Kenneth Williams Trust and the All Saints' Croxley Green Charities.

THE REVEREND DAVID KENNETH WILLIAMS TRUST, Registered Charity No. 803706

The Reverend David Kenneth Williams Trust was established in 1989 in accordance with the wishes of Reverend David Kenneth Williams as expressed in his will dated 4 February 1989. The income from the sale of his house at 36 Winton Crescent, Croxley Green provided the capital, which was invested. The objects of the charity are such Christian religious and charitable purposes whether parochial or outside the Parish of All Saints Croxley Green as in all respects the Trustees shall from time to time consider proper.

In past years the capital assets of the Trust were used to purchase equipment for church services and youth work, employment of youth workers and to support the church choir. In 2000 and 2001 over £51,000 was used to contribute to add two rooms to the Church Hall, now the Parish Office and the Youth Room. In 2002 the Trust funded the installation of CCTV. The Trust has also part-funded an administrative post, now the Parish Administrator. This spending substantially reduced the capital of the Trust and its income, which consisted of interest on a bank account.

Following the recession of 2008 and subsequent years the amount of interest paid annually shrank to very little and the Trust was not able to make any financial contribution to parish income. To seek to increase the capital of the Trust, in 2017 the Trustees invested most of the remaining capital in Accumulation shares of the Church of England Central Board of Finance Investment Fund, with the aim of growing the capital over time. The non-invested capital is held in a bank account. In November 2016 the Trustees were requested by the Parochial Church Council to finance the initial and operating costs of a new computer software system called

ChurchApp(now ChurchSuite) to hold relevant data and enable members of the congregation and others with links to All Saints' to be contacted with information about church services and other activities. In addition to other benefits, this has facilitated the computerisation of Church Hall bookings and fee collection, which has increased church income. The arrangement was changed to part-funding of the costs, with the balance paid for from the parish accounts. As the Trust's financial year runs from April to April, the year-end accounts will be prepared in April 2019.

The Vicar and Churchwardens of the Parish of All Saints, Croxley Green, Rickmansworth, Herts. are the ex officio Trustees and have the right to nominate and appoint all new Trustees of the Trust. They appoint the Clerk to the Trustees, who is also a Trustee. The Churchwardens during 2018 were Mr Martin Harris and Mr Lyndon Palmer. The current Clerk to the Trustees is Mr Christopher Fagan.

Chris Fagan
Clerk to the Trustees

ALL SAINTS' CROXLEY GREEN CHARITIES

THE GEORGE GURNEY CHARITY FOR THE SICK POOR, Registered Charity No. 212964
(previously registered as The George Gurney Bequest)

THE CROXLEY GREEN ANNUITY FUND, Registered Charity No.212965
(previously registered as The Cameron Bequest Annuity Fund)

ALL SAINTS CROXLEY GREEN CHARITIES ACCOUNTS (current and deposit bank accounts)

The George Gurney Bequest was established in 1923 following the sale of "The Hawthornes", to provide a qualified trained nurse for the benefit of the poor inhabitants of Croxley Green. The Croxley Green Annuity Fund was established in 1920 by the Misses Cameron following the sale of the Berean Cottages, where the Church Hall now stands, to provide for the aged poor of Croxley Green. This fund was established in memory of the late Thomas Woods of Durrants. All Saints Croxley Green Charities Bank Account was established in 1990 with legacies from Mrs Ella Atkins and Mrs Blois Bisshopp. There was a legacy from Mr Chapman in 2000 and an anonymous donation of £250 in 2008.

The George Gurney Bequest is in practice operated in conjunction with The Croxley Green Annuity Fund, and All Saints Croxley Green Charities Account to provide additional financial support to less affluent parishioners on a one-off or regular monthly basis, and to provide a financial supplement at Christmas. In 2018 a contribution of £1,000 was made towards the funding of a new post of Parish Nurse for Croxley Green.

The George Gurney Fund's Charity's capital is invested in income shares of the Charities Official Investment Fund and that of the Croxley Green Annuity Fund is invested in income shares of the CBF Investment Fund. Income accruing from both registered charities' investments is transferred into the two bank accounts for disbursement to beneficiaries. Income received during 2018 totalled £1,558.46.

The three Trustees of the Charities ex officio are the Vicar and Churchwardens of: All Saints' Church, The Churchwardens throughout 2018 were Mr Martin Harris and Mr Lyndon Palmer. The Charities are administered on behalf of the Trustees by Mr Christopher Fagan, Clerk to the Trustees, 75 Windmill Drive, Croxley Green, Rickmansworth, Herts. WD3 3FB.

Chris Fagan

30. VICAR'S REPORT



As I reflect back on 2018 and read through the various reports contained in this document I am, once again, amazed by the many ways that God has blessed us in our service to him and to others and, that through his blessings, we have been able to achieve so much.

So many of you have worked so hard in many different areas of church life and, as always, there are far too many people to thank individually for everything they have done for All Saints' over the past year but please, be assured that I am always immensely grateful for every task you do be it big or small. We work as a team, one body, the body of Christ as we give so willingly of our time and talents to maintain and develop our church as somewhere that is welcoming, safe, vibrant and full of love. The danger of thanking people individually in a report such as this is that we end up with a long list of names with the risk that someone gets left out, so please be assured that what YOU do is recognised, valued and hugely appreciated. Having said this I must thank especially the Churchwardens for their dedication and commitment to the work that they do overseeing the church, hall and grounds, a lot of what they do is unseen by so many, but I am sure that Ann P and Anne H will tell you that they do spend an awful lot of time at All Saints'! Thank you also to the PCC, to Chris our Secretary who is so efficient and keeps us all in line and Andrew our Treasurer for his excellent management and communication of all things financial. I would also like to record my thanks to Jude Man our Church Administrator for all that she does especially in relation to promoting and managing the bookings of the church hall as a venue for hire for parties, courses, groups etc. The money that is raised from these bookings is so crucial to the ongoing financial security of the church, because without this income the church would not be able to meet the various bills/expenses each year.

The other reports in this document have identified so much of the work and energy that has gone into the running of All Saints' over the year. Thank you to all of you who are responsible for chairing the various committees and can I add my thanks to theirs to those who have been mentioned in their reports.

In terms of people, we have sadly lost a number of dearly-loved members of the congregation over the past twelve months, and this has been a particular source of sadness for all of us. We shall cherish the memories of Val Hurst, Barbara Chapman, Margaret Lumsden and Lorna Mellor as we give thanks for the lovely people that they were and for their valuable contribution to the life of All Saints' over the years.

In March 2018 we waved a sad farewell to Reverend Canon Charles and his wife Sally Parry as they moved to their new home in Cheltenham. Both Charles and Sally had been very active members of All Saints' church and we are grateful for the generous ways in which they shared the time and talents with us. Charles was especially active in leading worship, preaching, assisting at the Lent Courses and helping Sally with the Senior Teas. Sally had a particular gift for pastoral care and led our pastoral care team as well as taking some people under her wing and visiting and supporting them. She organised the Senior Teas and the Monday Home Group. She led intercessions and also helped with Lent and Stewardship courses. Their leaving left a considerable hole, but they are now happily settled in their new home and as we would expect actively engaged in their local church.

I am hugely grateful for the ongoing support of Reverend Dr Anne Shaw who leads services, preaches, has taken over from Sally on leading the Monday Home Group, provides valuable prayer and pastoral support to many in our congregation as well as baking amazing cakes and making other lovely savoury bits for our various functions.

We have been very blessed to have Reverend Dave Jones with us as Curate in Training. His lively and imaginative approach to worship and preaching and his compassionate approach to ministering to others has greatly enriched our church and worship. We have benefitted greatly from his up to date whizzy IT/Media skills which have enabled us to have a greater presence in the social media world which so many people inhabit these days. Dave's training comes to an end in July and he is currently exploring where God might be calling him to serve. Please hold him and his family in your prayers.



Over the last 2 years our staff team has significantly decreased, with the death of David Williams in 2017, Charles moving in March 2018 and Dave leaving us in 2019. Over the coming year we may need to review what is realistic in terms of the congregation's expectations of the staff team.

As you are aware each year we are required to submit statistics to the Church of England which are then used to build up a national picture of church activity. They are used by the Diocese and nationally to measure church growth (or lack of it) and development. It is also helpful information for us to have as we can compare our numbers to previous years and identify specific areas of growth or decline, this in turn helps us when we review our Mission Action Plan each year.

The key statistics are detailed below:

i) Number of Baptisms

2014	2015	2016	2017	2018
17	26	21	21	17

ii) Number of Weddings

2014	2015	2016	2017	2018
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9	6	3	6	3
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iii) Number of Funerals in Church

2014	2015	2016	2017	2018
9	7	10	10	10

iv) Total Number of Funerals we conducted at the Crematorium

2014	2015	2016	2017	2018
10	10	15	8	17

v) Average Sunday Church Attendance Adults & Children

2014	2015	2016	2017	2018
102	110	103	116	77

Whilst the numbers relating to Baptisms, Weddings and Funerals have remained relatively constant over the last five years, the same cannot be said for our average Sunday attendance as demonstrated in Table V. A significant impact on this figure relates to the number of people who were regular members of our congregation who have died or moved away. Whilst we have had new people join us patterns of church attendance have changed from weekly to fortnightly, monthly or every other month. The PCC, through the P&E sub group are exploring how we might address this situation.

Over the last year we have introduced the monthly # First Sunday Worship service at the later time of 10.45am. This later time has enabled some members who struggle to get to church for 9.45am to attend. Our newly formed band consisting of Jane Bates, Katherine and Zoe accompany the singing at these services on their guitars and ukulele and have brought a new energy to our worship.

Sadly, due to the lack of volunteers we have had to stop providing lunch on the First Sunday. Whilst we recognised that this was greatly appreciated by those who attended, it was unfair to expect Pat Foster assisted by Jo Sterk to continue every month. We are very grateful to Pat and Jo for their commitment and the lovely meals that they provided.

With the departure of Canon Charles Parry we had to review the pattern of our Sunday evening worship as there were times when we struggled to provide clergy cover. We moved to a pattern of alternate weeks, and, whilst still following the pattern of the BCP Evensong service we introduced a more informal style with the clergy not robing. This has worked well and is appreciated by those who attend.

Thursday morning Communion services continue with an average attendance of around 10 people. This lovely mid week service followed by coffee has a great sense of community and mutual support. If you don't already come I would urge you to pop in and join us.

The Family Service attendance numbers seem to have plateaued and so we are exploring how we can be more effective in reaching out to families with children aged 6-10 years. We recognise that a formal or even informal church service is not something that many people are familiar or comfortable with, so we are looking at the possibility of developing Forest Church during 2019 which is outdoor and uses nature and creation and the foundations for learning more about God.



A highlight of the year has to be the service of dedication for the new memorial doors on 14th October. The service was led by Bishop Alan of St Albans in the presence of the Lord Lieutenant of Hertfordshire, invited guests from local organisations as well as many residents from Croxley Green. The church was absolutely full, it was truly a joyous day. A month later the church was full again, in fact full to overflowing as people sat, stood, squeezed in and were almost shoe-horned into every available space in the church for the Remembrance Day service, which being the 100th anniversary of the ending of the

First World War had particular significance for so many people this year.

It was a delight to welcome Bishop John Gladwin for our confirmation service in the summer when 3 adult members of our congregation were confirmed.

The numbers of people attending services during Holy Week were disappointing (with the exception of Maundy Thursday). Holy Week is the most important week of the Christian year which culminates with the most important day for Christians, Easter Day. It is so important that we find ways to enable people to engage or re-engage with the Holy week services as they provide such a spiritual and emotional depth that that we cannot help but find deep spiritual nourishment and meaning as we journey through the week. In 2019 we will be introducing different ways of worshipping and journeying through Holy week. Keep a lookout for details over the coming weeks.



Services during Advent and at Christmas were generally well received. However, attendance at Midnight Mass and on Christmas Morning continues to show a decline. Replacing the traditional Christingle Service with a Pop Up Christingle Café worked very well with good numbers attending, lots of opportunities to have conversations with people and a very lively but moving service in church afterwards.

Reflecting back on all of our services over the last year I am struck by how those with a more contemporary style seem to be the ones most valued and better attended. Having said this I do feel that our long-standing tradition and style of worship, which leans more towards the Anglo Catholic model rather than the Evangelical model, is an important part of who we are and I would not want to change this. However, our worship does not have to be dull and a delicate

mixture of traditional and modern in our music and liturgy can only further enhance our mission, purpose and relevance to the people of this community. I am grateful to Chris Ashley for his flexibility especially in relation to music.



In 2018 we followed the Diocesan Lent Course Live Lent Let Your Light Shine. We again started with soup and an opportunity to catch up with one another and make new friends, (my thanks to Wendy Shafe and Janet Martin for providing this each week). Sadly the take up was not very good and neither was the attendance at the course. In 2019 we will be running an Alpha Course which has been well advertised on Social Media and in the church; it will be interesting to see what the level of attendance will be.

Over the course of the year we have welcomed classes from various local schools who have come to visit All Saints' as part of the faith curriculum. As always, we welcomed five local schools for their carol services/concerts in December.

The year started with a very fruitful Parish Day on 6th January which is detailed in the P&E report. It has been so encouraging to see the fruits from this day over the course of the year, some of which I have already mentioned earlier in my report. Others include:

- Moving the focus of our worship from the High Altar to a Nave Altar which provides a greater sense of shared worship.
- Pop Up Cafés which replaced our traditional Children's Workshop and have proved to be very popular giving us more opportunity to talk to people and build relationships.
- Exploring Faith Course attended by 10 people
- Re-vamped Afternoon Tea events which have seen an increase in numbers attending.
- Monday Toddler Group which was at risk of closure until Jane Bates took it over. It is now flourishing and Jane, ably supported by volunteers from church is now having a real Christian impact on the carers who come along with their children each week.

As I said at the beginning it has been an amazing year and I feel a great sense of excitement, enthusiasm and faith as we journey onward through 2019.

Work on replacing the tiles on the south side of the roof will commence in early May. Plans for further re-ordering of the North side of the church are progressing well. This will enable greater flexibility in how we use the space in church and much needed improved arrangements of seating for baptism services, better and more efficient heating system and re-decoration of the church.

Just a month ago in February I shared with the congregation how I felt God was speaking to us. For weeks the words 'do not be afraid' had appeared in our bible readings on Sunday mornings and at Morning Prayer, and I really do believe that he wants us to hold onto these words as we continue to trust in him, as he directs us along the path we need to walk responding to his vision and purpose for our church. As I said in my report last year, and I say it again because it continues to be true, God has blessed us and will continue to bless us. We are now even better

equipped to step out in faith and find new ways of sharing his love and his word with those who do not yet know him. We are a church that is alive, vibrant and moving forward.

Thank you each and every one of you for all that you do and for your ongoing love, prayers and support, it is so deeply appreciated.

Reverend Miriam Mugan