



**Annual Report and Financial Statements  
of the  
Parochial Church Council  
For the Year Ended 31<sup>st</sup> December 2021**



## 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 and to make recommendations to the PCC on matters of major significance.



The PCC is a registered charity of which all 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 and a lay member is elected as Vice-Chair.

The Churchwardens, also ex officio PCC members, are elected at the Annual Meeting of Parishioners, which on 23 May re-elected Anne Oke and Lyndon Palmer as Churchwardens. The PCC on 3 June re-appointed Nik Bennett and Ann Palmer as Assistant Churchwardens.

Fran Bennett and Shirley Ford continued as All Saints' lay representatives on the Diocesan Synod, to serve for three years until 2023.

The Annual Parochial Church meeting re-elected Jane Bates, Sam Jones and Andrew Nobbs as lay members of the PCC to serve for three years.

Following the elections the PCC 's membership was as follows:

<b><u>Member</u></b>	<b><u>Representative</u></b>	<b><u>Complete Office</u></b>
Miriam Mugan	Vicar	Ex officio
Anne Oke	Churchwarden	Annual
Lyndon Palmer	Churchwarden	Annual
Fran Bennett	Deanery Synod Rep	2023
Shirley Ford	Deanery Synod Rep	2023
Jane Bates		2024
Sam Beard		2023

Nik Bennett		2023
	also Asst Churchwarden	Annual
Chris Fagan	(Secretary)	2022
John Galloway		2022
Sam Jones		2024
Janet Martin	(Planned Giving Officer)	2022
Andrew Nobbs	(Treasurer)	2024
Ann Palmer		2023
	also (Asst Churchwarden)	Annual.

In June, we welcomed Rev Paul Palmer as a Curate in training and a PCC member ex officio. He attended his first PCC meeting on 1 July 2021.

### **Sides People**

The following people served as Sidespeople during 2021:

Jane Bates	Fran Bennett	Nik Bennett	Shelagh Booth
Rae Bowyer	Val Hunt	Valerie Kendle	Sue McKeague
Janet Martin	Andrew Nobbs	Ann Palmer	Jo Sterk
Francesca Sams			

The PCC held six ordinary and six extraordinary meetings in 2021, with an average attendance at all meetings of 93%. To comply with Government regulations restricting face to face meetings a total of six PCC meetings and a large number of Committee meetings were held remotely using Zoom technology. 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 one meeting. Two extraordinary meetings were held to pass motions to request the Bishop to suspend the statutory public worship between January and March and a third to request permission to resume public worship. A further two extraordinary meetings took place to consider elements to be included in a new Mission Action Plan to be launched in 2022: all parishioners were invited to participate in these meetings.

### **Review of the year**

#### *Effects of Covid-19*

Covid-19 and consequent Government restrictions continued to affect All Saints,' with public attendance at worship suspended between January and late March and the Annual Meeting of Parishioners and the Annual Parochial Church Meeting were postponed until Sunday 23 May to enable attendance in person. Some social and fundraising events had to be cancelled. The Church Choir was unable to perform between Easter and early September. Following the re-opening of the church for public attendance we continued to observe wearing of face masks, hand sanitisation, social distancing and the sidespeople name- checked all worshippers upon arrival. The Vicar and Churchwardens continued to monitor the local infection rates and Government guidance when considering whether and when restrictions could be eased.

#### *Worship and Study*

A major development was the decision of the PCC to adopt a policy allowing baptised children and adults who had not been confirmed to take communion at services. Training was provided for the children before they received their first communion, when they were awarded certificates. A number of courses and spiritual reflections were run during the year, face to face or via zoom,

with the aims of deepening personal spiritual awareness and increasing knowledge of the Christian faith.

### *Mission*

The PCC has held several special meetings to which all parishioners were invited to consider elements of a new Mission Action Plan due to be finalised in 2022. The elements were: invitation and welcome; profound worship; and deepening discipleship.

### *Safeguarding*

All Saints' continued to comply with its duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016 to have due regard to safeguarding guidance issued by the House of Bishops. The PCC established a Serious Incident Reporting Group which will report any such incidents to the Diocesan Safeguarding Adviser. It conducted an annual review of its Safeguarding Policy and the Parish Safeguarding Officer ensured that all PCC members and postholders completed the appropriate training. The PCC reviewed and updated its Safe Use of Images Policy. To ensure sufficient staffing for this function, a second Assistant Safeguarding Officer was appointed to work with the Parish Safeguarding Officer.

### *Finance and Social Events*

Income from Hall lettings and fundraising events was severely reduced and in consequence the PCC adopted a budget which included a reduced Parish Share contribution to the Diocese to ensure it could meet its other financial commitments. The financial situation was carefully monitored throughout the year. When Covid restrictions were relaxed, successful fundraising events included a virtual pilgrimage and the annual Christmas Market, organised by the Social and Fundraising Committee, which also provided refreshments after a number of services and social events.



### *Buildings*

The PCC approved the installation of a ramp between the two aisles of the church and for the extension of the glass balustrade between the aisles and a faculty was obtained for these works from the Diocese. These works were made possible by generous legacies and donations. A faculty has also been sought for a slate plaque to be installed recording the contributors to the World War I memorial incised glass internal doors to the church. A further faculty has been sought for a broadband internet connection to the church. The dilapidated metal windows of the Hall have been completely replaced by double-glazed aluminium framed windows. The Hall and Buildings Committees worked through the year to plan for a comprehensive refurbishment of the Hall, which is intensively used by many community and leisure groups as well as for church activities.

### *Parish Initiatives*

In June the PCC approved a Drop-in Café on Friday mornings, which has proved popular, attracting up to 30 people each week. A Parish Tea was held during Advent in the Hall and was well-attended. The parish has joined the A Rocha Eco Church Charity's initiative to promote recycling and its Eco Church Group is developing projects which will qualify for a bronze award from the Charity.

*Chris Fagan*  
*PCC Secretary*

## **2. ELECTORAL ROLL**

All Saints', like all other Anglican parishes, maintains an Electoral Roll, which is revised 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 of lay members to the Parochial Church Council (PCC) and the Deanery Synod and to stand for election to these bodies and to the Diocesan Synod. Every six years a full new Roll is produced and this was last done in 2019. To qualify for enrolment 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 2021 revision the Electoral Roll had 84 names, a reduction of 1 on the 2020 total. We lost four enrolled parishioners who had died: Michael Bovington, Roger Cattermoul, Margaret Hobbs and Brenda Mayes and we greatly miss them all. Three young people, Abbie Guest, Zoe Martin and Katherine Vandy have been enrolled as they are over 16 years old. They are contributing greatly to the life and worship of All Saints' Church as active members of our Church Choir and through their involvement in social and fundraising events.

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.

An annual review of the Roll will be carried out commencing in March 2022 and the names of qualifying applicants will be added to the Roll. 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*

## **3. 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. The Buildings Committee continues to look at the items from the inspection and prioritise any work that is required to be carried out.

During 2021 the Buildings Committee has progressed the installation of a wheelchair ramp and extending the balustrade at the west end of the church. In preparation the floor at the west end of the church by the font has been sanded and sealed and the heating pipes boxed in. The ramp and balustrade work is scheduled to be completed in early 2022.

At the beginning of 2021 we had issues with the church heating system which resulted in the installing of a heat exchanger between the boilers and the heating water pipe system.

The broken lamp light outside the vestry door was replaced.

Routine maintenance has continued to be carried out inside and outside of the church during 2021 which includes the roof gutters / valleys.

### Church Inventory

Added to the Inventory has been, two new altar frontals for the small altar that is in the Lady Chapel. The frontals were donated by the families of Doris Cann and Lorna Mellor. Doris Cann's frontal is green with the Croxley Cross prominently in the middle. Lorna Mellor's frontal is white and also features the Croxley Cross within a stained glass window effect. No items have been removed from the Inventory.



Altar Frontal donated by  
Doris Caan

### Faculties

Two faculties have been applied for and granted during the year.

- i) Creation of wheelchair access ramp linking north and south naves along the west wall. Extension of the glass panelled balustrade to the west wall and of the floor around the fontal in the North West corner of the north nave.
- ii) A 5GTEF upgrade of the Cornerstone Telecommunications infrastructure currently installed within the curtilage of the church.

Two faculties have been applied for during the year which have not yet been granted.

- i) Broadband connection for the church.
- ii) Carved slate plaque to commemorate the hanging in 2018 of engraved and etched glass doors to commemorate the centenary of the 1918 Armistice.

### Statutory Compliance

The safety checks for fire extinguishers, electrical/gas appliances, fire alarm system and the lightning conductor were carried out during 2021.

### Thanks

A big thank you to all who help to keep All Saints' Church in such good condition be it inside or outside, especially this year with the virus lockdowns and church closures. 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 dedicated 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 at All Saints – Miriam, Anne and Paul.

*Lyndon Palmer and Anne Oke*  
Churchwardens



Altar Frontal donated by  
Lorna Mellor

## 4. ARCHDEACON'S ANNUAL INSPECTION

The 2021 Archdeacon's annual inspection took place on 10th August and this year we were visited by the Rural Dean of Rickmansworth, Rev Simon Cutmore.

This was the first year of the three-year inspection cycle. This year, in order to take into consideration our care for one another during the pandemic, the focus was on Safeguarding and listening to how we at All Saints' managed worship and our care of the church community, more than about the church building, registers, church plates etc. The Rural Dean commended us all on what had done for the spiritual and well-being of its members in these difficult times.

In addition, there were other topics and matters that were touched on 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*.  
Our Fire Risk Assessment.  
Checking the condition of the church and what work has been undertaken during the past year including routine maintenance and church heating.
- **Legal Matters**  
Safeguarding Policies and Risk Assessments.  
To ensure The Certificate of Employers' Liability Insurance is publicly displayed.  
Contracts of employment for full or part time employees.
- **Church Registers**  
Awareness of the changes made to Marriage registration.  
Any items which require transferring to the County records.  
A photographic record of items of silver, brass, furnishings, furniture which are of value.

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

*Lyndon Palmer and Anne Oke*  
Churchwardens

## 5. TREASURER'S REPORT – ACCOUNTS 2021

Income into the general fund for the year to 31<sup>st</sup> December 2021 was £93,940 and expenditure was £83,670. This left a surplus for 2021 of £10,270 against day to day activities. It should however be pointed out that when setting the budget for 2021 the PCC, as trustees of the charity, reached the difficult decision that in view of the ongoing impact of COVID on our finances, and in order to produce a balanced budget for the year, payment of the requested Parish Share to the Diocese would need to be reduced by £27,273. Had this decision not been taken then the surplus would have been a loss for the year of £17,003.

The accounts have been prepared on a Receipts and Payments basis.

The restrictions imposed due to the ongoing COVID pandemic severely restricted hall booking income in the first quarter of 2021 and also impacted our ability to safely hold fundraising events. Although hall booking income was remarkably close to budget in 2021, it should be remembered that pre-pandemic we would have hoped to have achieved £16,000 more from letting income. The final position with the hall was a small loss for the year of £974.



Christmas Market Display

The sponsored pilgrimage once more filled part of the gap when fundraising activities had to be curtailed due to the restrictions and generated £1,797. The Christmas Market generated £5,142 against the scaled back budget of £3,000.



This more than offset the shortfall against the cancelled jumble sale and resulted in a surplus against fund raising of £1,442.

Planned Giving held up well against budget and we benefited enormously from an additional £4,316 of donation income received through the course of the year, which in turn boosted the Gift Aid reclaim.

Expenditure was contained across the board, in part due to the curtailment in church activities. Due to the restrictions of the past couple of years it has not been possible to move forward with certain items that remain outstanding from the last quinquennial inspection report. The PCC have therefore set aside a provision to enable these works to proceed in 2022. As a consequence, repairs and maintenance came in over budget.

### **Restricted and Designated Funds**

The church holds a number of designated and restricted funds where money has either been given for a specific purpose, or money has been set aside by the church for a particular project.

#### **Hall Funds**

In 2021 new windows were fitted in the hall. The deposit for these was paid in 2020 with the balance of £12,320 paid on completion of the work in 2021.

As with previous years, in 2021 the PCC continued the practice of transferring £2,500 into the Hall Refurbishment Fund towards future works to enhance the hall. In addition, fundraising events brought in new funds for this ongoing project.

#### **Ramp Fund**

Works commenced in 2021 on the installation of an access ramp in the church.

A grant of £3,000 was received towards this from the Garfield Weston Foundation.

A donation of £5,000 was received in memory of the late Peter Shafe towards the cost of the ramp.

The balance of the cost will be paid in 2022.

#### **Legacy Fund**

A legacy of £5,000 was gratefully received from the late Margaret Hobbs. Part of this was expended on new computers for the office and a laptop for the church. A legacy of £2,000 was also received from the late Brian Squire.

### **Reserves**

The loss in 2020 of £13,275 against day to day running costs meant that we had to draw heavily on our reserves. The 2021 result has seen our reserves rise from £26,430 to £36,700.

The Covid situation has shown us the importance of reserves and the importance for the PCC to continue to maintain best practice by holding sufficient cash to cover approximately three months general expenditure to protect against unexpected loss of income or urgent one off un-budgeted expense.

Our expenditure level over the last two years has been greatly reduced and as we move from pandemic to endemic, we should look to using the 2019 accounts as the basis for setting the level of our reserves. This equates to £27,402.

At the December meeting of the PCC the budget was set for 2022 with a predicted shortfall of £11,864. As it is incumbent on the PCC, as trustees of the charity, to ensure the financial viability of the church, it was agreed that the surplus in 2021 would be retained to offset the projected loss in 2022. It is hoped that the shortfall of £2,566 between the surplus and retained cashflow target can be made up during the course of 2022.

### **Financial Outlook**

The impact of rising inflation on the running costs incurred by the church and the impact of inflation on the disposable income of the congregation will no doubt impact on us in the coming year. Our fuel prices are set until October, but after that they are likely to rise sharply.

Looking further ahead, in 2026 the agreement for the phone mast is due to come to an end. Clearly the church needs to plan ahead to find a financial model that does not rely on the phone mast for income.

### **Acknowledgements**

I am most grateful to Kathryn Duffy, who at short notice, agreed to act as Independent Examiner for 2021 and has signed off the accounts.

I should also like to express my thanks to Janet Martin and Judith Man for counting and banking the weekly offertory income and Janet for her meticulous record keeping.

*Andrew Nobbs*  
*Treasurer*

## **6. DEANERY SYNOD REPORT**

During our meetings this year, as well as having updates on all the news and plans from the parishes, we have had some very interesting talks from guest speakers.

Revd. Canon Tim Bull, who is the Director of Ministry for the Church of England Diocese of St Albans, spoke to us about Promoting Vocation. We discussed in groups about how vocation in the church is something we can all be involved in and how we can talk about and encourage people to explore a vocation in the church. We were asked think about three ways in which our churches could do to encourage vocation.

Rachael Brockie from the Children's Society spoke to us in July about children and mental health. This section of the meeting was open and it was great to see additional church members from the Deanery. Rachael shared some worrying statistics with us that 5 children in a class of 30 have mental health issues and 19% of children in SW Herts live in poverty. In small groups we discussed what we could do in our churches to support these children. Ideas ranged from prayer ministry for children, listening, mentoring and encouraging children in church in a fun age appropriate way.



**Summer Fun**

Revd Daniel Drew who is a team leader from Reaching New People spoke to us in November about how we can share our faith especially by telling stories from our own experiences. He encouraged us to think about using public spaces such as cafes and pubs and holding events to help establishing a culture of Evangelism.

*Fran Bennett*  
Deanery Synod representative

## 7. SAFEGUARDING

Safeguarding those around us continues to be paramount in all that we do at All Saints' Church. This commitment is clearly displayed on our church and hall noticeboards, and on the website, with links to direct contacts for support within the church, from the Diocese of St Albans and from other organisations and charities.

The Safeguarding Team: Anne Oke is lead Safeguarding Officer; Sam Jones has completed her C2 safeguarding training which means that she is qualified to be the Assistant Safeguarding Officer and was appointed as such at the December PCC. Shirley Ford is the third member of the team.

Safeguarding policies and documents:

- Reporting of Serious Incidents to the Charity Commission revised.
- June-July: Hall Safeguarding provision Agreement for Users of All Saints' Church Hall
- in July, we carried out the annual review of our church Safeguarding Policy
- November- December: a rigorous revision of the Safe Use of Images Policy. This policy is to ensure that all photos, videos, livestream footage is carried out with the correct permissions in place, especially with regard to children, young people and vulnerable adults. (It links in closely to The Livestream Policy adopted in January 2022.)

We continue to use the Safeguarding Dashboard to direct us in the next steps in Safeguarding our church that we need to put in place. We are working at level 2 of the Dashboard.

Safeguarding training has been undertaken by our Choir Leader. Others holding roles of responsibility, as well as several members of the PCC, have refreshed their safeguarding training in person, online or via Zoom. Those requiring DBS (Disclosure and Barring Service) checks are all up to date.

As always, please report any safeguarding anxiety or concern you may have to me or the Vicar. Contact with the Safeguarding Team can be made in person, by telephone or via this secure email address - [safeguarding@croxleygreenallsaints.org](mailto:safeguarding@croxleygreenallsaints.org).

Anne Oke (01923 220782)  
Parish Safeguarding Officer

Sam Jones  
Shirley Ford  
Assistant Safeguarding Officers

*Anne Oke*

## 8. BUILDINGS AND HALL COMMITTEES



Improving and then maintaining the church buildings - making and keeping them 'fit for purpose' needs long term and continuing activity by the Buildings and Hall Committees. What is done in any one year depends very much on what was done the year before....and the year (s) before that....and what is intended to be done in the years following.

To give an example, 2019 saw, among a number of other things, a major re-ordering of

the church interior with the removal of the pews in the north nave and the construction of the balustrade dividing the north from the south naves along most of their lengths. It was intended at some stage to continue the work all the way to the west wall. During 2020 with the encouragement of the DAC, thought turned to including an access ramp linking the two levels for people using wheelchairs. Wendy Shafe offered a generous gift to the work in memory of her husband Peter who had died the year before as did Jane Bates in memory of her mother, Margaret Lumsden. In February 2021 a successful application was made to the Garfield Weston Foundation for a grant to supplement the gifts.

A Faculty was granted for the work which was planned for August. In the event a combination of Brexit and Covid19 delayed the work until early 2022.

At the beginning of 2020 attention started to be paid to the church hall. Several years had passed since the last major works had been carried out. Joint meetings between the Buildings and Hall Committees began to be held. They advised that major work was needed to bring the hall to an acceptable standard. As an essential preliminary, a thorough survey of the hall building was carried out, showing reassuringly that the building was structurally sound and dry.

The two committees recommended that work on the hall should begin with the increasingly dilapidated hall windows. Distorted frames had for years prevented several of them from closing completely, resulting in draughts coming in and heat going out. They also made the hall appear rather neglected, not a good look for a building relying on being heavily used by the village and further afield. After much advice, and as much discussion, it was decided to replace the original 90 year-old Crittall windows by double glazed aluminium framed ones. The work was done in February 2021.

Just before Christmas 2021, new security lighting was installed around the hall, together with improved lighting for the choir vestry door.

Early in the year, joint meetings were stopped at least temporarily, it being thought that the Hall Committee was by then best placed to take responsibility on its own for its own thinking and decisions about the building's future. The Committee met remotely via zoom from the start of the year. While necessary, that was a pity. It would clearly have been far better for the Committee to have met in the hall itself when formulating advice on improvements to its structure and appearance. With advice from surveyors Tony Booth and Kay Thomas, nevertheless, a picture began to emerge of what ideally the hall might look like, and what firms might carry out the work. Estimates for different aspects of the necessary work were obtained. By the end of the year a fair idea of what was needed and the likely cost was in hand. In parallel the Committee began to think about funding. Covid had been a major setback to planning.

The hall was closed for the first part of the year which presented financial challenges for the church, although bookings began to pick up as the year progressed. Some very welcome fundraising began with a clothes donation 'drop' that raised £320 and in November a highly successful quiz, raising £1600. Given the scale of what is needed, the future, however necessarily lies with applications to grant giving bodies like the National Lottery. Home fundraising is crucial to providing 'leverage' for those sorts of applications.



**Quiz Night Fundraiser**

As in past years this report can't be allowed to end without paying a fitting tribute to all those whose experience and expertise we drew on during the year, in other words those who have advised us and actually did the work, the results of which will be part of the visible enduring physical record of the church, hall and grounds: Our warmest

thanks to Tony Booth, Kay Thomas, Russell Hudson, Mark Glendinning, Tony Rita of AR Glazing and his team.

*Sam Jones: Chair Hall Committee*

*John Galloway: Secretary Buildings Committee.*

## **THE FIVE YEAR PLAN**

At their meeting in August 2017 the Buildings Committee noted that the 150<sup>th</sup> birthday of All Saints' would fall in 2022. That suggested a five year policy of putting the church (and hall) into the right shape for the 50 years following, up to its 200<sup>th</sup> birthday. It was observed that if the PCC were minded to go along with this policy, work would be needed to turn policy into plan. In particular to prioritise projects, cost, and locate them within the five year time window. The Committee suggested that the plan should include among much else: the WWI Memorial Doors, a project already in hand at that time and which was completed a year later in time for the centenary of the WWI Armistice; retiling the south facing roof of the south nave; repainting the church interior and restoration of the inside of the porch. The priority for the church hall would be to replace the dilapidated 80 year old windows with double-glazed ones. All of these projects have been carried out successfully.

The Buildings Committee also envisaged a need to re-order the inside of the church and a number of suggestions were made varying a lot in their ambitiousness. A small advisory group (CHIROG) was set up to take advice from architects and assess the feasibility of different options. In the end the group advised a major re-ordering of the north nave, including removing the pews, installing a balustrade along the line dividing the two naves, and moving the Sacristy back to its original position at the church's east end. Discussion with the Diocesan Advisory Committee (DAC) resulted in the inclusion of a ramp to give access between the upper and lower naves for people using wheelchairs, work that at the time of writing is approaching completion. It is worth noticing that it has cost around £175,000 to reach the present position, money raised through legacies, grants, fundraising and personal generosity.

It seems fair to say that the five-year plan has delivered a church in good working order in time for All Saints' 150<sup>th</sup> birthday and for the years to come; in other words a large, bright, attractive, accessible and welcoming building of great flexibility of use...now for the church hall on which a good start has already been made.

## **WORSHIP, PRAYER AND STUDY DURING 2021**

### **9. PASTORAL AND EVANGELISM (P&E) GROUP**

The P&E group met 9 times in 2021. Alongside the usual function of planning and reviewing services and courses, towards the latter end of the year the group was very involved in the review and re-write of the Mission Action Plan. Members of the P&E group facilitated the PCC MAP meetings held in June, August and October which explored different elements of church life and areas for development.

*Revd Miriam*

## 10. FIRST HOLY COMMUNION

On November 7<sup>th</sup> we were so pleased to be able to welcome five of our young people as they received Holy Communion for the first time. During three sessions in October we journeyed through the church building with the children, starting in the children's area where we talked about why we come to church, what is special to them and why we say sorry to God. Some of the answers about why we come to church were really good and included "to be with our friends", "to pray and sing" and "to share the bread and wine."

At the second session we started at the small altar where we now keep our Gospel book and talked about why the book is important to us as Christians. We made sure that the children felt involved in this part of the service and we decided together that it would be nice if the children could bring the Gospel to the front in our services, lighting the way with their candles.

We spent the last session around the altar and talked about Holy Communion and what it means. We also set up the altar together. We talked about how special this time is and how we mark some parts of the service by ringing bells. The children now join in this part of the service meaning that they are further engaged.

It has been a real honour for Miriam and I to travel with the children to this special point in their Christian lives and are grateful to them for how enthusiastically they took part and for the excellent questions they asked over the three sessions. Their first service of Holy Communion was a truly joyous occasion and it has been lovely to see most of them back at church over the following weeks.



The children with Rev Miriam and Rev Paul after their first Holy Communion.

*Revd Paul Palmer*

## 11. ADVENT AND CHRISTMAS SERVICES

**The Advent Sunday evening service** was a mixture of advent hymns, readings and reflections, including Vicky Vandy playing a beautiful violin piece. The congregation was made up of regular members and also some visitors.

**The Quiet Church service** provided a "downtime" giving space for the opportunity to stop and reflect. The congregation was a good mix of fifteen people not all regular attenders of 'extra' services. Feedback from this service was very positive and this has led considerations of repeating this service one Sunday a month or during Lent.

**The School Carol Services** went well even with restricted numbers of students attending due to Covid. In previous years, each service has needed a different set up of furniture requiring a lot of people power and this was not needed this year. There is real concern about people power to support moving furniture when the numbers attending the services increase.

There was a smaller attendance at the two **Christingle services**, due to the need to book and concerns over Covid. The activities went well and worship was wonderful, especially with children around the crib responding and engaged. The circle arrangement of chairs worked well, making a more intimate atmosphere. Recorded music was used instead of organ/ piano and with restricted numbers in church using the latter would have helped swell the sound.

**The Carol Service** was a mixture of reflections, bible readings and carols. One-person's feedback stated concern of too many reflections and just bible readings being needed. In contrast other feedback showed real appreciation of the reflections. In reviewing the services at the recent Pastoral and Evangelism meeting, there was agreement that newcomers and visitors may appreciate the reflections. The choir and music were much appreciated.

**The Crib Services** were two good, simple services. Everyone was engaged and feedback was very positive. The paper waving of images of different characters from Nativity story to join in worked well. The restricted numbers made the service intimate and Miriam was able to interact more informally with the children. The total number attending was forty one people including some visitors. Here too the choir and music were greatly appreciated.

**The Christmas Morning service** was attended by fifty seven people with good involvement of children.

### **Daily Advent reflections**

The "Jesse Tree" daily reflections were followed. Members of the congregation had volunteered to join leading these. There was good feedback from people who found the reflections a good discipline. The on-line access was very helpful, especially for those church members who have moved away from the area. The data presented eight to ten people who listened live and later in the day, ten to eighteen people joined. It has been suggested to use something similar to "Jesse Tree" for Lent reflections.

*Jane Bates*

## **12. LENT, HOLY WEEK AND EASTER**

### **Lent**

As we approached Lent we were in the midst of yet another 'lockdown.' Rapidly increasing numbers of people diagnosed with coronavirus meant that we had to close our church for public worship at the beginning of January although this time we were allowed to leave the churches open for people to have private prayer. For the second year running we were deprived of the opportunity to worship together and we needed to explore imaginative ways in which we could at least journey together spiritually through this time.

As people were allowed to enter the church for the purpose of private prayer we started with a series of prayer stations in church on Ash Wednesday focusing on the temptations Jesus faced in the wilderness (including one station reflecting on ash where people were able to make the sign of the cross on their own forehead with ash). The prayers stations were left in church until Saturday after Ash Wednesday to enable people unable to attend on the evening of Ash Wednesday to experience them. They were greatly appreciated.



**Ash Wednesday**

As we were unable to meet in groups, meant we ran two courses online, one using the Bible Society's Lyfe course which ran on Thursday evenings and the other, on Sunday evenings evening using the Paula Gooder book 'Spiritual Essentials for Real Life through the lens of John's gospel'. Both courses were well received and well attended.

For those unable to attend either of the courses we made available hard copies of the Lyfe course which were sent out with the vicar's weekly letter and people were encouraged to identify a

'buddy' with whom they could telephone and chat through the course and the questions that arose from it.

In addition to this, and thanks to the very generous donation of two members of our congregation, every member of the church was given a copy of the Church of England's #Live Lent booklet- 'God's story our story' -which had reflections for every day of Lent. After Easter we did review the usefulness of these booklets by sending out a questionnaire. It was disappointing that having distributed 70 booklets only 9 people bothered to complete and return the feedback forms despite a number of reminders asking people to do so. The feedback forms that were returned all said that they found the booklets very informative and spiritually fulfilling as they journeyed through Lent.

## Holy Week

It was a great joy that as we approached Holy Week the number of cases of coronavirus were beginning to reduce and we were allowed to return to worship in church on Palm Sunday. Masks wearing was required, we were not allowed to process, palm crosses were placed on seats before the start of the service and we were not allowed to sing, but it was still a great joy to be back, all together for worship again, and the choir were allowed to sing.

We Livestreamed Morning Prayer every day during Holy Week focussing on an individual from the Passion narratives each day.



Easter Trail

The Family Service Team set up an Easter Trail in the church garden for families and other people to explore the story of Holy Week and Easter and provided goody bags at the back of church for children to collect which included a number of craft activities and an Easter egg. This was very much appreciated by those who came along at different times during the week.

On Monday, Tuesday and Wednesday evenings we had Quiet Church. People were able to come and sit quietly in church with the visual focus based on the one used at morning prayer. Each evening finished with the service of Compline led by different members of our congregation.

Our Maundy Thursday evening service again required some creativity as we were unable to perform the ritual of the washing of feet, however, each person had their feet sprinkled with water to symbolise this important ritual. The remainder of the service followed the usual format finishing with an opportunity for people to gather at the Altar of Repose for private prayer and reflection.

Our theme for Good Friday was Masks (which seemed very apt in the circumstances) and again, using prayer stations we explored the masks worn by individuals from the passion story and how we too might wear similar (invisible) masks. Different stations were set up in the hall, church and garden. Feedback was that this allowed for social distancing and walking between stations gave time for reflection. Linking of tradition to modern and whole service was emotional and moving.

On Holy Saturday we held the service in the church garden with everyone gathering around the fire pit (it was a chilly evening so the fire was much appreciated) as we listened to the stories of salvation and redemption from the Old Testament interspersed with Taizé chants and hymns. The Paschal candle was lit from the fire and taken into church and left lit throughout the night. At the end of the service everyone had a celebratory goody bag with a small bottle of wine and a bag of cheesy nibbles courtesy of Waitrose in Rickmansworth. Unfortunately it was too chilly to enjoy the contents of the goody bags together in the garden but in the light of recent revelations and police investigations of politicians attending parties during lockdown perhaps it was just as well we didn't hang around!



## **Easter**

Easter Sunday was such a joyful service; even though the congregation were not allowed to sing the choir provided a wonderful musical contribution! The children enjoyed an Easter Egg hunt at the end of the service and Carys and Nerys Jones brought along some butterflies that they had nurtured from cocoon to butterfly which were released in the garden, a wonderful symbol of resurrection and new life.

*Revd Miriam*

## **13. FAMILY SERVICES**

January is a time when many of us focus on looking outside for signs of Spring and following the RSPB Big Garden Birdwatch and that's how we began our Family services this year. By using online resources from the RSPB and the Muddy Church website we had a lovely, if somewhat chilly time, making videos of how we look after the birds in our gardens and of how to make birdfeeders for them and we used these as part of our livestreamed service. And so that families could do their own craft activity we put packs of resources together and left them at the back of church for people to collect and make their own birdfeeders at home. When they came to collect them there was also a bird trail for them to do in the church garden. All of which could also be found on our Facebook page.

Then how wonderful it was to meet together again in the church hall in April, as new growth began outside for spring so we gathered inside to renew our relationships and catch up with friends and families. It was with much enthusiasm that we could use our parachute to share our prayers of thanks for us all being together again. It was great to be doing craft activities together and a thank you goes to those to those families who sent us photos of their finished crafts that we could share on our church website.



This has certainly been a year where we have enjoyed so many different ways of worshiping God together, whether it's in the hall doing crafts, listening to stories and watching videos or at home listening and singing along and following craft activities or in the church garden following the bird trail and Easter trail or in the church meeting up with friends.

*Fran Bennett*

## **14. MORNING PRAYER**

Throughout the year we continued to livestream morning prayer with an average live audience of 6-8 people. This has been a powerful tool to involve more participation in this service of worship. The time of 8am seems to work well and allows those who wish, to join in live. By recording and saving to our page through Facebook those who are unable to listen live are then able to pick this up later in the day at a time that suits them. There was an average of seven live and 12 subsequent views per service.

During the closure of the church at the start of the year the saving of our live stream services to the church Facebook page allowed those in our worshipping community to continue to attend church; a powerful reminder that despite the church doors being closed worship was readily available and accessible from home. The usefulness of having these services available was a

notable feature of our PCC MAP meeting, and the positive feedback reinforced what a lifeline this had been for many in lockdown.

The live stream morning prayer services have continued with the pattern of Monday, Wednesday and Friday, with the option to attend in person also. We deviated from this during Advent, recording everyday apart from Sunday. It was so we could follow the Jesse tree and give a more complete overview of the ancestry of Jesus. Lay and ordained members of the congregation led these services, and it was wonderful to have so many different people participate in the delivery of them.

This has been a useful tool in encouraging lay led services and allowing those who wish to serve in this way to lead. This opportunity remains open as we journey into 2022 and we pray more members of the congregation will feel inspired to join in with this service this year.

*Sam Jones*

## **15. COURSES**

As we were unable to meet in person our Lent courses took place over zoom.

We led two courses which were very different. On a Sunday evening we worked through Lentwise by Paula Gooder. Each week there was a chapter with a different theme:

In session 1 we looked at where we find our direction, session 2 where we find our nourishment, session 3 was about where we find the light, session 4 where we find shelter and security and session 5 was about where we find water and refreshment. Using the Gospel of John to illuminate our discussions we rarely managed to finish all the questions due to such a high level of engagement in conversations.

The second course we ran was the Bible Society's LYFE course on a Thursday evening. This required watching a couple of 2-3 minute videos and pre reading a piece of scripture. There were then a few thought-provoking questions to discuss. There was some overlap of people joining this course and the Sunday course, but it did seem to draw in additional members of the congregation too.

Over the two courses we had approximately 15-20 different members of the congregation engage with the courses at some point. Despite being on zoom there was an excellent level of openness and conversation and both courses were very well received.

Having enjoyed these courses, and the conversations we had participated in, it was felt that to meet continually throughout the year with a course would be a good way to continue in 2021. We then met once a month June – November on the first Sunday of the month to complete Pete Greig's second prayer course on unanswered prayer. It followed through Holy Week taking the days of Holy Week as the title for each session. This gave many an opportunity to have a time and space to process and discuss some life's most painful questions and experiences. Many of us found the material quite challenging but as with all the courses we have worked through we learnt a great deal from each other due to the willingness and openness of the group to share.

*Sam Jones*

## **16. CHOIR ANNUAL REVIEW**

2021 was another year of uncertainty due to covid and its effects on our day to day living and activities. We started the year -having just about managed to squeeze in our Christmas services- locking down once more and going back to online church on a Sunday. As we emerged from

lockdown, music in church looked slightly different. We were not allowed to sing at all at first, but then as that changed, the choir sang to the congregation rather than leading them as Covid continued to restrict our activities, however it was so good to be able to make some music again in any form. We were very grateful to Grace Pillay, our accompanist, who came and played for us for services and practices whilst we still had no regular organists and by Easter Sunday 4 April we were all singing together again as a congregation.

We were lucky to be joined by both David Heath and Simon Dunn as regular organists in the latter part of the year and we now have a regular rota, providing a good balance of both traditional organ music and piano. Both play with great feeling and enthusiasm which has given lift and joy to our singing.

Katherine has continued to lead the choir brilliantly in her Head Chorister role and our young people have stepped up to co-lead practices when I have not been able to be there. Between them, they have performed solos and duets throughout the year and have been integral to all we have done. The speed at which the choir pick things up and their commitment to trying new and interesting new material is such an asset to music at All Saints. We have more depth in our voices with both William and now Joshua-who has returned singing bass, and the addition of Alice who joined us in the sopranos. Each and every one of the group embraced the new music presented to them with enthusiasm and confidence, hence producing a fantastic sound. We were also lucky enough to be joined by friends and family of the choir for our Service for the Departed in October giving even more breadth of sound to the group.

Music selection has been mostly guided by the Sunday by Sunday magazine published by the Royal School of Church Music. Selections have come from current anthem books, but new sheet music has also been purchased, widening the repertoire of the choir. Alice and Anne did a marvellous job organising the music in the vestry so we are able to find future music quickly and easily. This has proved to be a huge help and we are very grateful to them.

The general feeling is that the choir has evolved over the last couple of years. This is partly due to Covid moving us to sit with the congregation, but also due to the fact that many felt that they preferred the less formal aspect of most services. Currently, the choir would like to stay sitting where they are in casualwear with the option to robe on special occasions and process. Some of our younger members are disappointed to no longer be sitting in the choir stalls, but after positive feedback about the quality of the sound and volume, the decision has been made to remain where we are currently, in the north aisle.

I would like to thank the choir for their hard work and commitment over the last year. They have sung some extremely challenging music and should be proud of themselves. We hope that the mix of music, from plainsong to music written in the 21<sup>st</sup> century, brings something to everybody in the church and that we continue to evolve and gain new members over the coming year.

*Sarah Guest*  
*Music/Choir Leader*

## **17. CHURCH FLOWERS**

A rainbow of colours would be the best way to describe the many flower arrangements that have been in church this year. From the reds, oranges and yellows we saw at Pentecost, Easter and Harvest and from the lightest to the darkest shades of pinks, damson and mauves for a wedding in the summer, then the added sparkle of silver and shiny red to the arrangements at Christmas. What a pleasure it has been to plan, purchase and arrange all these beautiful colours. We have also tried to be a little more eco-friendly and use less floral foam; this is



a work in progress as it quite a different experience to arrange flowers without it.

Our harvest displays also contained many blooms from our gardens rather than bought ones and of course all our greenery comes mainly from the church or our own gardens.

We are always grateful for help so if you have a spare hour and would like to help decorate the church then please speak to Miriam, Wendy Shafe or myself. No experience needed, just a desire to help make our church a special place at festival times and to enjoy a chat and cup of coffee and biscuits.

We are always happy to provide flowers for members of the congregation to celebrate special events or in memory of loved ones.

Many thanks to the people who have given contributions to the flower fund over the year. This has meant that we can continue to decorate the church and make festival times even more special.

*Fran Bennett*

## COMMUNICATION, OUTREACH AND INITIATIVES

### 18. SOCIAL AND FUNDRAISING COMMITTEE

2021 started in a similar fashion to how 2020 ended, at the start of the year the Committee were meeting regularly via Zoom to try to plan some events while adhering to Government guidelines in place at the time. We had to, unfortunately, cancel the February Jumble Sale but were optimistic that we should be able to hold some events as the year went on and this was indeed the case.



By June we were able to have another Sponsored Pilgrimage, this time to cover the distance of 1753km to Santiago de Compostela in Spain. Many people took part in a variety of ways be it walking, running, cycling and even swimming and although we didn't quite reach our target distance it was a very successful event.

Also in June we welcomed Paul to his first service as our Curate with 'Pimms and Puddings' in the church garden following his ordination the previous day.



In September we celebrated Harvest with a Harvest Picnic which was supposed to be in the garden but ended up in the church hall as the weather was not in our favour!

#### Pimms and Puddings

After much discussion the committee decided to hold a Christmas Market this year. We decided to bring the Market forward by a month to October and re-named it the 'Early Bird Christmas Market'. Despite the early date and the reduced number of stalls we had, the Market was a great success and raised a huge amount for the church.

We ended the year by having a very successful stall at the Parish Council Christmas Market, hosting and providing refreshments for a concert by the Watford Community Orchestra, providing

refreshments for the Advent, Christingle and Carol services and organising the Parish Christmas post box.

Looking back over the year, despite the uncertain times we started with and the fact that we really couldn't do much until June, we eventually managed to achieve more than we thought in January!

*Ann Palmer*  
*Chair, Social and Fundraising Committee*

## 19. COMMUNICATIONS TEAM

The Communications Team continues to oversee the All Saints' social media platforms such as the Website, Facebook and Twitter and other forms of communication within and outside the church.

For 2021 our focus of attention was 'ways of communicating services and events to the congregation and the wider public'.

Our Facebook page has continued to grow, and we have gained approximately another 100 followers through 2021. This is our main social media platform used to advertise events coming up within our church community. These can be shared beyond our regular congregation to reach larger audiences locally.



We continued to use Facebook live to stream our Morning Prayer worship (and Sunday service when the church was closed). It has also been used to livestream funerals which supported families who wished to have larger congregations than could be accommodated physically due to restrictions on numbers.

The development of our website and the continued presence on Facebook allows us to be actively present in the community, even when our doors have been closed. We have had several new people come through the doors and many have commented on the content of the website being accurate, up to date and the warm welcome it provided as attributing to the reason for their visit.

In the second half of 2021, the Comms team decided a leaflet once a month with upcoming events would be useful so people could get dates in their diaries and not miss out. This was well received and continues to be handed out on the first Sunday of the month. This has also been useful to have to hand when new people have visited to give them a list of services and opportunities to return.

The Comms team looked into the replacement of the Parish Office computers which were very slow running and quite old. The slow performance impacts on the time taken to carry out any work using them. After research, it was recommended to the PCC to replace the current PCs and laptop. The replacement was completed by the end of the year and was funded through a generous bequest.

We also looked into the installation of a dedicated broadband link into the church for live streaming and other internet access requirements. A faculty to have this installed has been applied for with a completion date of early to mid-2022.

You can follow what is happening at All Saints' via our Website, Facebook page using the following links:

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

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

*Lyndon Palmer and Sam Jones*

## **20. CHURCH MAGAZINE**

The Magazine Team shrank to three members in 2021: Fran Bennett, Shelagh Booth and Wendy Shafe. We had grown accustomed to a slightly different, 'remote', way of working through 2020 and continued in this way to produce a monthly magazine throughout 2021. A few were printed and either posted or delivered but online was the way that most people accessed our publication.

There were fewer Church events to advertise and report on, but somehow we managed to fill the magazine with articles and photographs reflecting Church life and people's feelings as well as poems and items to make you smile or make you think. Several people started to contribute items more regularly and a monthly walk report helped readers to explore new places locally and slightly further afield. I would like to thank Shelagh for her articles and ideas and all those who have contributed a variety of articles to help to make our Magazine interesting and enjoyable to read.

Thank you also to Fran who has organised distributing the Magazine and to Tony Booth, our proof-reader; with people working together we have continued to produce a Magazine every month in spite of everything.

*Wendy Shafe*

## **21. MONDAY TODDLER GROUP**

The Toddler group was closed for the beginning of the past year due to Covid restrictions. We supported members of the Toddler group with half termly activity bags containing crafts, stickers, bubbles and some edible goodies. The bags were met with enthusiasm and delivering personally meant I could catch up with members on the doorstep.

We restarted the group on a very restricted basis after Easter 2021, with two separate sessions of an hour each, sanitising toys and equipment in the break. Each group consisted of 8-10 members. It was during this time we became really aware of how Covid had affected parents and their new babies particularly if socially isolated.

The Toddler group usually shuts over holiday periods but we decided to keep running over the Summer for the under 2's since we had noticed the change over the weeks of both Mums and babies since they had joined our group and were gaining confidence in their social interaction with others. We restarted fully in September and have 30 members on the register and a waiting list. It is wonderful to see the developing friendships between the members and children.

We keep the members up to date with Church activities via emails and word of mouth and some attended the Christmas services.

We continue with our vision of showing care and love to our members. "Love them until they ask why".

*Jane Bates*

## **22. CHURCHES TOGETHER IN CROXLEY GREEN**

During these unusual times that have persisted in 2021 All Saints' has continued to be an active participant in all the Ecumenical events that were feasible under Covid restrictions. Although events were severely curtailed the Choir participated in the Remembrance Sunday service held at the War Memorial on The Green this year. We also participated in the turning on of the Christmas Tree lights at the Library. We were also able to continue to distribute "It's Your Move" books to local schools.

We continue to actively support the Croxley Green Foodbank which has been a valuable resource especially during the epidemic. The local community have been extremely supportive with generous donation being made. More information can be found at <https://rickmansworth.foodbank.org.uk> where the wider involvement in the area can be seen.

The Parish Nurse project in Croxley Green has continued to make good progress with both nurses working to capacity. Their work and that of the associated volunteers has proved particularly invaluable during lockdown. Finances are on a sound footing with the valuable support already given, however, ongoing financial support will still be required to maintain this role. More information can be found at <https://www.croxleyparishnurse.org>

*Nik Bennett*

## **23. DROP IN CAFÉ**

On Friday 5<sup>th</sup> November, we opened the All Saints' Drop-In Café. The idea came about as the need to provide a place where people could come and meet again after the isolation that the Covid pandemic had brought upon us was most apparent. Through it we hope to help people rebuild their confidence to join community life again and renew or make new friendships over coffee and cake.

We are pleased to report that the Drop-In Café is doing just that! Between 10.30am and 12 noon people (and dogs!) come along for a chat, coffee/tea and enjoy a selection of very tasty homemade cakes in a cheerful atmosphere. We provide lifts to bring housebound people along to enjoy some much needed company, and we have welcomed local walkers, newcomers to the area as well as members of the church and the local community.

'Thank you' to the team of volunteers baking, serving, setting up the church hall each week and providing lifts. We also appreciate the times when one of our Croxley Parish nurses pops in ready to offer friendly support and advice to those who might need it. We look forward to the continued growth of this obviously worth-while project.

Anne Oke

## 24. AFTERNOON TEA NOVEMBER 2021

Due to the Covid-19 restrictions this was our only Afternoon Tea of the year and what a lovely way to begin our Christmas celebrations. The Afternoon Tea was very well attended, with about 70 people enjoying sandwiches, tea, cakes and savouries. After tea, David Heath played the piano to lead everyone in Carol singing with a lovely selection of modern and more traditional songs to start the Christmas season. Thank you very much to all the people who helped by setting up, serving and clearing away. Thank you also to everyone who made sandwiches, cakes and savouries to help with the celebration.



After tea, David Heath played the piano to lead everyone in Carol singing with a lovely selection of modern and more traditional songs to start the Christmas season. Thank you very much to all the people who helped by setting up, serving and clearing away. Thank you also to everyone who made sandwiches, cakes and savouries to help with the celebration.

*Fran Bennett*

## 25. ECO CHURCH

In June, the PCC discussed the Church of England's target of reducing the Carbon footprint in all diocese and parishes to zero by 2030, so it was agreed that we would set up a working group to explore how we might achieve this at All Saints'. It was particularly pertinent with COP26 looming in October and a lot of attention locally, nationally and globally focussing on that.

We convened a small group of us who were keen to begin working on this and we met at the end of the summer. It was suggested that we look at the Eco Church website, run by A Rocha, which is an award scheme for churches in England and Wales, rewarding their progress towards reducing their carbon footprint and being more environmentally aware. We completed their survey to see what we were already doing and what we could focus on in the next few months to improve our care for God's world as individuals, households and as a church.

We chose aspects from the survey themes and questions to investigate. Themes are: 'Worship and Teaching', 'Buildings', 'Land' and 'Community and Global Engagement' and 'Lifestyle'.

Initial projects we agreed on were:

**Worship and Teaching:** using environmental resources to support sermons and worship; looking for some Lent resources based on the environment and observing 'Environment Sunday' each year.

**Buildings:** reducing paper usage by encouraging reuse of waste paper in the office and reducing unnecessary printing for services; trying to maximise the sustainability of the proposed hall refurbishment; reducing 'waste' heating time in the hall and review cleaning products to be more environmentally friendly.

**Land:** develop the wildlife area to the west of the hall; have a sponsorship scheme for bird feeders and food and try to add plants which are bee and butterfly friendly to the garden areas.

**Community and Global Engagement:** develop Harvest celebrations; night-time wood walk as Halloween alternative and engage in local and national nature surveys (e.g. RSPB Big Garden Birdwatch).

**Lifestyle:** encourage re-use of items through jumble sales, providing recycling opportunities over and above the council schemes by introducing recycling in church for soft plastics (linking with the



Co-op), batteries, Christmas cards (make into new cards or tags for sale at Christmas market) and stamps (donate to RNIB) and using Fairtrade products wherever possible.

We also agreed that we will have a page in each month's Parish magazine to highlight what we are doing, how people can get involved and what we can do at home to reduce our environmental impact.

We have had a great response to the projects that have begun in late 2021, especially the recycling boxes, and we look forward to developing these projects in 2022. If you would like to get involved with these projects and ideas, please get in touch with one of us; we would love to hear from you.

*Janet Martin, Jane Manning and Miriam Muga*

## **26. ALL SAINTS' 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.*

The focus of the Trust has been to use its assets to support the mission and outreach of All Saints'

In past years the capital assets of the Trust were used to purchase equipment for church services and youth work, employment of youth workers, support for the church choir, construction of the Parish Office and Youth Room, installation of CCTV and part-funding of an administrative post, now the Parish Administrator. More recently the Trust financed the initial and operating costs of a new computer software system 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 computer system costs, with the balance paid for from the parish accounts, but the Trust's contributions ceased in June 2018.

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 bank interest paid annually shrank to very little and eventually 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 (CBF) Investment Fund, with the aim of growing the capital over time. This investment will continue in 2022. In 2021 the Trust contributed £3,368.40 towards the cost of installing replacement windows for the Hall and resolved to make a grant of £10,000 to All Saints' PCC towards the costs of the Hall refurbishment programme currently in preparation, as a means of securing external grants on a match-funding basis. As the Trust's financial year runs from April to April, the year-end accounts for 2021/22 will be prepared in April 2022.

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 of this Charity. During 2021 the Churchwardens were Anne Oke and Lyndon Palmer. The current Clerk to the Trustees is Christopher Fagan of 75 Windmill Drive, Croxley Green, Rickmansworth, Herts WD3 3FB.

*Chris Fagan*  
*Clerk to the Trustees*

## **PARISH 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)**

**All Saints Parish Church, Croxley Green, Rickmansworth, Herts**

### **Year Ending 31 December 2021**

The George Gurney Charity for the Sick Poor was established using a bequest in 1923 following the sale of "The Hawthorns", in order to provide a qualified trained nurse for the benefit of the poor inhabitants of Croxley Green. Following the establishment in 1948 of the National Health Service the Charity Commission approved a change of object to relieving individual cases of hardship resulting from illness and providing amenities such as invalid chairs to elderly and poor people in All Saints' and St Oswald's Parishes, with Christmas gifts for elderly and sick people.

The Croxley Green Annuity Fund was established in 1920 by the Misses Cameron following the sale of Berean Cottages, where the Church Hall now stands, to provide pensions to three poor and aged residents of Croxley Green or Rickmansworth Parishes. This fund was established in memory of the late Thomas Woods of Durrants.

All Saints' Croxley Green Charities Bank Account was established in 1990 using later legacies and donations. There are now two accounts, a current account and a deposit (interest earning) account.

The two registered Charities operate in conjunction with the All Saints Croxley Green Charities Account to provide additional financial support to less affluent parishioners on a one-off or regular basis, and to provide a financial supplement at Christmas. In 2018 the Trustees agreed to make three annual contributions of £1,000 in successive years to support the post of a Parish Nurse for Croxley Green. The final instalment of these instalment of these contributions was paid in 2020.

The George Gurney 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 and disbursed to beneficiaries. Total income received during 2021 was £1,716.79 and expenditure on a single grant purchase of equipment was £1,575.00.

During 2021 the Trustees and their advisers have been exploring the potential for combining these charities into a single new charity with objects which will reflect the current patterns of need within Croxley Green.

Trustees of the Charities ex officio are the Vicar and Churchwardens of: All Saints' Church, the current Churchwardens 2019 are Lyndon Palmer and Anne Oke. The Charities are administered on behalf of the Trustees by Christopher Fagan, Clerk to the Trustees, 75 Windmill Drive, Croxley Green, Rickmansworth, Herts. WD3 3FB.

*Chris Fagan  
Clerk to the Trustees*

## 27. VICAR'S REPORT

The rising number of Covid cases in December 2020 meant that we started 2021 with our church closed once again for public worship. However, we were able to have the church open for people to use for private prayer. It was a disappointing start to the year, but we remained optimistic as we livestreamed Sunday morning worship each week live from inside the church. With Lyndon as our



**Behind the scenes of a live broadcast in a cold church. can you spot the mobile heater?**

IT wizz, Ann Palmer directing and myself presenting we made a good team. Problems with the heating system early in the year meant that the church was very cold during these broadcasts, but strategically placed heaters (out of view of the camera) and warm coats and woolly hats for Lyndon and Anne, (sadly not me as I was on camera!!) staved off the worst of the cold temperatures in January and February. I am hugely grateful for Lyndon's technical expertise and his support along with Ann on those chilly Sunday mornings.

Do read the section earlier in the report about Lent, Holy Week and Easter which included many very special and meaningful events/services. My thanks to everyone who assisted and took part in

any way. It was a joy to return to church on Palm Sunday albeit with significant restrictions and it was good to see so many of our congregation return to worship in person.

One of the benefits of Covid and the numerous restrictions is that it has enabled us to examine, experiment and explore different styles of liturgy and worship. Sarah Guest has continued to be our choir leader and has introduced some beautiful genres of music both modern and traditional which has really enhanced our worship. I am grateful to all the thought and research that she puts into her work, and I would also like to thank our Head Chorister, Katherine Vandy, for her invaluable input and especially the support she gives to the choir when Sarah is away.

Despite all of the challenges Covid presented we have been able to remain a very active church over the course of the year. The Family Service has continued, meeting in the hall rather than the church in line with our Risk Assessments. This has provided opportunities for more 'thinking outside of the box' in terms of the style of worship and support we provide to the families. It has been heartening that between 6-8 families have attended each month which tends to buck the trend nationally as many churches have reported that it has been hard to re-engage families when churches have re-opened. Thank you so much to Anne Oke, Fran and Jane for their ministry in leading worship and supporting families and for Lyndon's technical support.

Once the hall re-opened for weekly clubs/groups Jane Bates re-introduced the Toddler Group; it very quickly became oversubscribed and had a waiting list. This is reflective of the excellent activities that Jane provides for the children and the welcome she gives to parents and carers who attend. This group is such a blessing, and it is wonderful to see parents from Toddlers also

attending our Family Services. I know that running the Toddler Group can only happen because of those who support Jane by helping set up and being around during the session. I am very grateful to you all.



**Virtual Pilgrimage**

Opportunities for Fundraising were again curtailed due to Covid restrictions, however, being adept at 'thinking outside the box', we organised another virtual pilgrimage. This year we set ourselves a real challenge to walk the distance from Croxley Green to Santiago De Compostela a mere 1,245 miles!! We decided that we needed more than a weekend to achieve this so we aimed to get as far as we could over the course of a week. It was great fun with people logging in their daily walks/cycle rides/runs we did eventually get there and in the process raised over £1,000.

It was a joy to welcome people into our church and hall for our Early Bird Christmas Market in October, the joy people felt about being able to do something "normal" like attend a Christmas Market was very evident. It was good to see old friends and new. Thank you to Ann Palmer and the Sofun team for all their hard work.

Thank you also to Ben and Sarah Guest and our young people who organised an amazing Quiz Night which has proved to be so popular that we had to use the church rather than the hall. This event was great fun and raised well over £1,000 towards the Church Hall Refurbishment fund.

Life at All Saints' never stands still, and over the year we saw new double-glazed windows installed in the hall, improved security lighting installed around the hall, plans for a new ramp in church supported by a faculty enabling the work to begin in early 2022, and a plan of works developed for the Hall Refurbishment Project. I am grateful to the Buildings and Hall Committees for their ongoing works, and especially John Galloway, whose patience and persistence has ensured that projects do move forward despite the challenges of tradespeople not turning up to appointments! My thanks also to Sam Jones who very ably leads the Hall Committee.

Once again, this year we faced significant challenges with our finances. It was after much deliberation and with a heavy heart that the PCC made the decision to hold back some of our Parish Share from the Diocese to enable us to break even at the end of the year. It is our intention to return to paying our Parish Share in full this year.

I am so grateful to everyone who has continued with their weekly/monthly/annual giving to the church over the course of the last year, especially when the church was closed to public worship. Your obvious love and commitment to the work and ministry of our church is so evident in your generosity, thank you all so much.

Thank you as always to Andrew Nobbs, our Treasurer who continues to lead us in matters financial with wisdom, calmness and detail enabling us to make appropriate financial decisions. Also thank you to Janet Martin our Planned Giving Officer who also counts and banks the collection each week.



**Harvest Sermon**

Thank you to Wendy Shafe and her team for all the work they do to develop, edit and produce our Parish Magazine. It is always a 'good read' with

interesting articles, funny anecdotes and puzzles to challenge the mind. Thank you also to those of you who have written and submitted articles during the year, they are so greatly appreciated.

Thank you to Alick Burge for quietly but diligently keeping the church clock wound up and working every week and cutting the grass in the garden and to all who help in any way to keep our gardens looking so lovely. Thank you also to Janet Martin who oversees the overall maintenance of the gardens and is leading on our Eco Church initiative. Thank you Andrew for looking after the garden of rest; the lovely colours of the spring flowers you planted last autumn have really brought a splash of colour to that important area of our garden and thank you to Margaret Paddick for her contribution to the garden outside the choir vestry.

A big thank you to our Churchwardens, Lyndon Palmer and Anne Oke and our Assistant Church wardens Ann Palmer and Nik Bennett, for everything that you do to oversee the ongoing work, maintenance and mission of our church and for the support and encouragement you afford to me personally.

We have a dedicated and committed team of people who make up our PCC. They make decisions on behalf of the congregation on a whole range of issues relating to church life and hall management. I am immensely grateful to them for all that they do.

Chris Fagan is our PCC secretary who undertakes this role with great diligence, patience and humour. His eye for detail, especially in the legal requirements, and his efficiency is so greatly valued and appreciated. He keeps us all on track with requests for papers, minutes and other relevant documentation and ensures they are distributed in good time for our meetings. I am so



**Rev Paul's Ordination**

grateful for the time and support he gives to us and to this important role. I would also like to thank him for the incredible work he does as Clerk to the Trustees of the church charities. His focus, diligence and eye for details has enabled us to make great progress in amalgamating some of the charities. Thank you so much Chris, your input is so valued and appreciated.

One of the main highlights of the year has to be the arrival of Reverend Paul Palmer in July as our Curate in Training. Paul will be with us for three years and has settled into life at All Saints' so easily despite the challenges of the pandemic. For me it is wonderful to have another colleague to pray, share and discuss ideas with.

Rev Anne, Rev Paul and Rev Ron Hibbert form part of our ministry team and I am so grateful to them for all they do in leading worship, preaching and quietly ministering to individuals, we are truly blessed to have them with us at All Saints'. I am hugely grateful for all that they do and for the support that they give to me.

Towards the end of 2021 we were all shocked to hear that Reverend Dr Anne Shaw, who is such an integral member of our clergy team here at All Saints, was diagnosed with an aggressive cancer. She is undergoing treatment and plans to be back with us as soon as she is able, we miss her physical presence but know that she continues to be with us in spirit.

We were also shocked to hear the Rev Paul had also been diagnosed with cancer in late November and he too is undergoing treatment. Following the initial stages of treatment, he is now able to join us on Sunday mornings to preach and lead worship.

We continue to keep both Anne and Paul in our prayers.

Another highlight (there were quite a few in 2021) during the year was the introduction of the Friday Morning Café which opened its doors on Friday mornings in October. Homemade cakes,

freshly brewed tea, coffee, or hot chocolate are all enjoyed by the people who attend. Numbers each week are between 20-30. The refreshments are free although people are welcome to make a donation, this ensures that anyone and everyone can come along, regardless of their financial situation, and enjoy cake and a chat. Thank you to Anne Oke who organises this and the amazing bakers who make such wonderful cakes each week.

It was a joy to reintroduce the Afternoon Tea in November, it was so well attended by friends old and new who were so pleased to get together to sing carols, eat lovely food and chat. Thank you to Fran who organised this and those who helped with preparing and serving food, not forgetting the crew who set up and cleared away the tables and chairs.

My thanks to Wendy and Fran for the amazing flower arrangements we have had in church over the year and to those who have helped or contributed towards the costs of the flowers.

Thank you also to Jude who runs the office and maximises our potential with hall hire and income and to Janet who keeps our church and hall clean.

Thank you to those who take the role of sides person each Sunday as well as those who read, lead intercessions and operate the laptop. Your roles are so essential to the welcome people receive and the smooth running of our services.

As we have come back to worship in church it is lovely to welcome some new people to our church. Sadly, some of our dear friends and fellow congregation members have died, namely Roger Cattermoul and Michael Bovington. May they rest in peace.

As always it is incredible to look through this annual report and see what has been achieved over the course of the year. God has richly blessed us all as we continue to serve him in whatever way we can. Thank you to every one of you for what you have contributed, it is so greatly appreciated.

A key piece of work that the PCC and P&E group focussed on last year was the revision of the Mission Action Plan. With some open PCC meetings, we welcomed both PCC and non-PCC members as we discussed various aspects of church life including worship, welcome, young people, and stewardship. Taking the key points raised in these meetings and prayerfully looking to see where we feel God is moving in our church now, we have been able to develop a new Mission Action Plan that was launched in March 2022. We are very excited to see how this influences our work and mission as we seek to follow God's lead and build up the spiritual and numerical growth in our church and local community.



**Advent Service**

Looking ahead, 2022 is the 150<sup>th</sup> anniversary of the opening of our church and we have several exciting events that I hope you will be able to attend.

One of the key challenges that we are facing is the need for more volunteers to help with the various aspects of church life and social activities. I wonder if there is some way in which you could help? If you cannot commit to regularly helping, can you help occasionally? In order for us to continue being the vibrant exciting church that we are we do need to grow our pool of volunteers.

I leave you with the words from Jeremiah 29 v11 that we have taken to heart and that have guided us over the years in all that we have done over the years that I have been privileged to be your vicar:

For I know the plans I have for you," says the LORD. "They are plans for good and not for disaster, to give you a future and a hope."

God bless you all and THANK YOU!

*Miriam*