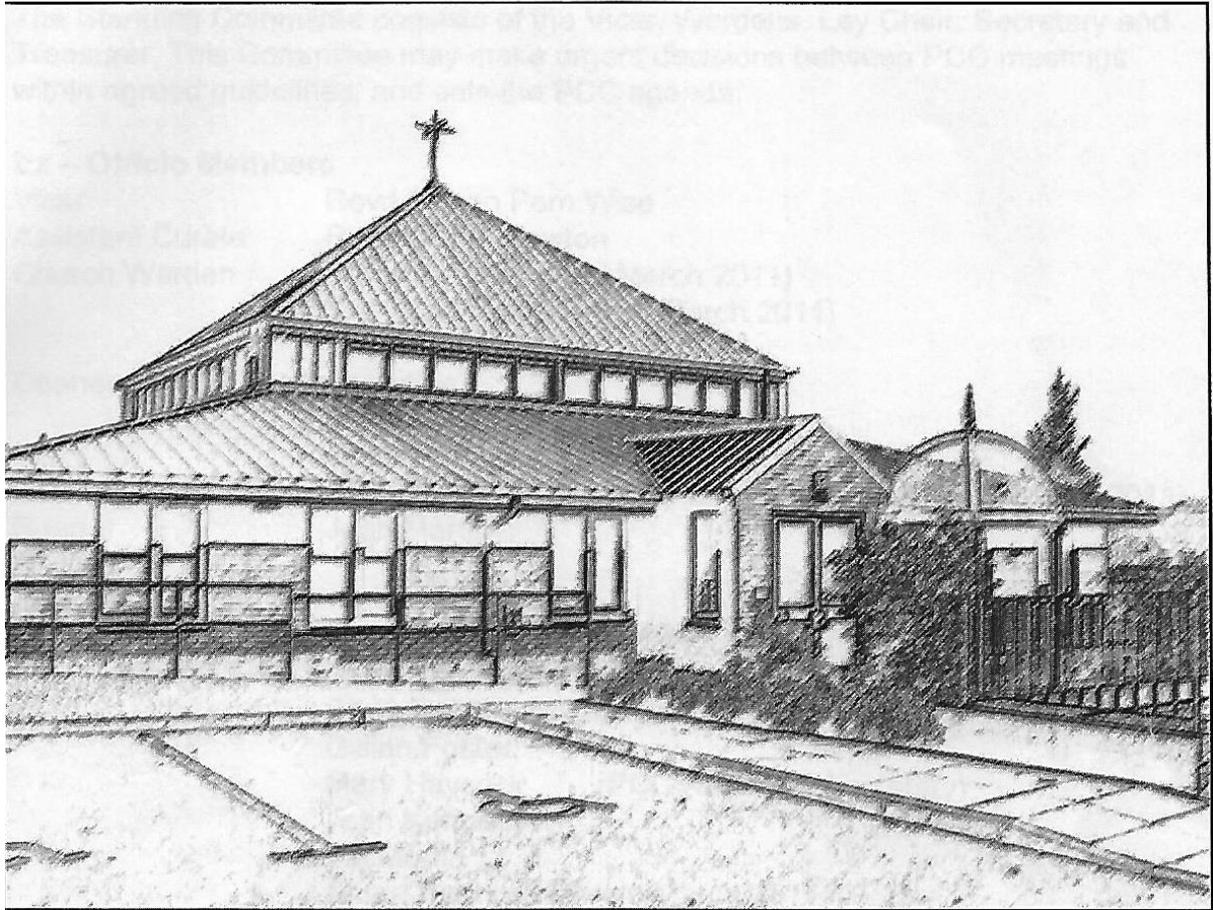


ALL SAINTS' CHURCH OXHEY



ANNUAL REPORTS

**Annual Parochial Church Council
Sunday 23rd May 2021**

JANUARY – DECEMBER 2020

P.C.C. MEMBERSHIP

All Saints' PCC has the responsibility of co-operating with the incumbent in promoting in the ecclesiastical parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical. It also has maintenance responsibilities for the Church building and [REDACTED] The Hoe, Carpenders Park and overall charge of all expenditure.

The Standing Committee consists of the Vicar, Wardens, Lay Chair, Secretary and Treasurer. This Committee may make urgent decisions between PCC meetings within agreed guidelines, and sets the PCC agenda.

Ex – Officio Members

Vicar	Revd. Canon Pam Wise MBE
Assistant Curate	Revd. Liz Guest
Church Wardens	Jose Tamayo Frances Zarifis (from October 2020)

Deanery Synod Representatives	Chris Thomas Vik Davis
Reader	Jean Martin

Elected Members

Matilda Anie
Liz Fraser (to/from October 2020)
Gwen Kates
Joan Kennedy
Chris Nelson (from October 2020)
Jacky Nelson (from October 2020)
Ivan Percival (to October 2020)
Volda Rayside (to June 2020)
Stuart Seaholme
Frances Zarifis (to October 2020)

Honorary Secretary
Honorary Treasurer

Vik Davis
Chris Thomas

Church Location

Gosforth Lane
South Oxhey
Watford
WD19 7AX

Bank

The Co-operative Bank
P.O. Box 250, Delf House
Southway, Skelmersdale
WN8 6WT

Independent Examiner

Gordon Hewer ACIS, ACIB
[REDACTED]

VICAR'S REPORT

This year marked the 75th anniversary of the liberation of Auschwitz concentration camp and we held a Holocaust Memorial Day service on Sunday 26th January. There was a lot of media attention around the anniversary which reminded people of the horrors that occurred in Europe with the hope that by never allowing it to be forgotten we will help ensure that it never happens again. Frances Zarifis and I also attended the Holocaust Memorial Event at Northwood Synagogue which was, as always, intensely moving as we listened to the first hand account of a labour camp in Poland.

In February the Deanery Synod was held in All Saints' when we led the session on safeguarding procedures. The Revd. Tony Rindl, had been impressed by our safeguarding work and wanted us to share our practice with other parishes in the deanery. The talk seemed to be well received and led to some lively discussions and interesting questions. I also gave a talk about my sabbatical to Sweden and our links with parishes in the Linköping Diocese.

At the start of the year, the PCC undertook a review of the role and job description for the post of facilities manager and parish administrator and determined there was insufficient work for the contracted hours. As a result, the PCC took the decision that the post was redundant and Bob Wyard left at the end of May with full redundancy payment. Bob had been a part of All Saints' for a great many years as a member of the worship group, always willing to lend a hand and of course as our facilities manager and parish administrator and we wish him a happy retirement.

Prior to his redundancy, Bob had a period of long-term sick absence. I would like to thank everyone who assisted in the smooth running of the church during Bob's absence and following his redundancy.

COVID-19

At the beginning of the year, we were all aware of an illness that had, apparently, originated in China and was taking hold around the world. Many countries closed their borders early, but the UK remained open for some weeks. The virus spread rapidly in the country and the death rate continued to rise until the Prime Minister announced that the entire country would go into lockdown from 23rd March. On Mothering Sunday Liz and I led a live-streamed service from an empty church and that was the last service to be held in the building for about six months. From then on, all services were live-streamed from our homes.

The services were very successful, and the hiccups were relatively few. I think the overwhelming majority of our congregation were able to follow the services online and we also added a few new people. We all owe huge thanks to Chris Thomas and José Tamayo for making the services work so well and we certainly got better as time went on.

It certainly felt very strange to celebrate Holy Week and Easter from our homes, but we managed it and one person told me that it was one of the most meaningful Holy Week they could remember. We gradually learned how to include music and singing in our worship and were able to involve as many as possible in the readings and prayers. It began to feel fairly 'normal' as we adjusted to our new way of worship.

The lockdown led to many changes in our lives. Some people who lived alone and were shielding could go for days and even weeks without seeing another person face to face. Liz and I tried to maintain contact by phone with some of the most vulnerable and also tried to make sure that we have had some contact with as many people as possible. It was an indescribably hard time for many people - not only in this country but around the world.

By the summer the lockdown seemed to have reduced the number of infections and we were permitted to re-open the church but with severe restrictions on numbers attending and only with social distancing. On Sunday 23rd August we held our first service of Holy Communion for six months – it was exactly six months from the start of the lockdown.

Chris, José and Vik Davis had worked incredibly hard to prepare the church for live worship. Hand sanitisers were fitted around the building, seating was placed carefully 2m apart and floor markings indicated one way systems in and out of the hall. All unused furniture from the hall and the foyer was removed and stored in the chapel area.

I expected the worship to feel very strange with people separated and wearing masks, but the first service felt remarkably relaxed and it was lovely to be able to worship with others once again and to receive Holy Communion. In October we held our Harvest Thanksgiving service but for the first time there were no gifts given but we did ask people to make a donation to our missions and from this we raised over £900. Thank you! This has made a huge difference since we have been unable to hold any fayres or table-top sales which is how we have raised the money in the past.

It was wonderful to be back in church but we were very mindful of those who could not leave their homes, so the service was live-streamed each Sunday.

Coronavirus began to spread rapidly again during the Autumn and whilst we closed again in November, we eventually went into another full lockdown in December. Churches were permitted to continue with public worship but we, along with almost all the churches in Watford, took the decision to close the building for worship until the infection rates had reduced to a safe level. We held our last service of Holy Communion on Christmas Day. On Christmas Eve our service of Lessons and Carols was live-streamed so that everyone could enjoy singing carols together at home. Liz and I also produced a live-streamed Playmobil nativity for the children. We were able to involve every one of our young people who read beautifully in both services.

Because we were unable to hold meetings in person our APCM was moved from March to October. A few people remained in the church building and the meeting and election of PCC members and Church Wardens was live-streamed. After they have been elected Church Wardens would normally be sworn in by the Archdeacon but this year our new Wardens, José Tamayo and Frances Zarifis, were sworn in by me after a Sunday service.

The closure of churches and church halls led to many churches experiencing serious financial difficulties. We lost an enormous amount of income which would have come from our hall lettings and many churches could not pay their full Parish Share to the diocese. Many dioceses, including St. Albans, were facing serious economic hardship and a decision was made to furlough as many curates as possible. Liz was furloughed from 27th May to 1st July and again for a week in August. This was a very difficult decision for me but we felt it was necessary to help the diocese.

Covid-19 has not only changed our lives but has taken hundreds of thousands of lives across the world. In our own community many of us became ill and most of us know of someone that died as a result of the virus. As a church family we lost Gilbert Yirenkyi who contracted the disease whilst visiting his family in Ethiopia. His body was repatriated and his funeral took place in January 2021. His wife, Astrid and his daughter, Olivia, returned to Ethiopia shortly after the funeral. Like every funeral in the country only a very few could attend but we were able to live-stream the service to his family in Ghana and friends across the world.

Other members of our church family survived the illness but were seriously ill in hospital and some will suffer from long term effects.

For many of us on-line meetings and services have become a natural part of our lives – we chat online, we worship online and we even learn together online. During Advent we ran an on-line Advent course for two groups. As we have grown use to this form of communication we have learned how to make the best use of modern technology and to give thanks that we can use it. Sadly, there are still some members of our church that do not have access to the internet and do not own devices that would enable to them to remain in contact with others.

We also lost a much loved member of our congregation when Dianne Campbell died suddenly at the beginning of December. Dianne had been a PCC member, Church Warden, Sacristan, Welcome Team member and always there at every table-top and fayre. Dianne was part of the furniture at All Saints and will be missed for a long time. I know that we all keep Steve and Megan in our thoughts and prayers.

Obviously, the pandemic has meant that we have had no baptisms or weddings during the year but Liz and I led 5 funerals.

CHURCHES TOGETHER IN SOUTH OXHEY AND CARPENDERS PARK

During the year Father Stephen left St. Joseph's and Steve Hobbis announced that he would be leaving South Oxhey Baptist Church early in the new year.

WIDER COMMUNITY

The South Oxhey development continues and most of the redevelopment is now completed with many new residents occupying the flats. The last phase of the development, in Oxhey Drive and along the parade, is now well under way and should be completed next year. This will provide a supermarket – Lidl – and more parking spaces. There will also be more flats constructed along Oxhey Drive.

WIDER CHURCH

On 11th January José, Dianne Campbell and I attended the farewell service for Archdeacon Jonathan Smith. It was a lovely service of Evensong but it was sad to see such a popular archdeacon leaving his role. Jonathan has always been a good friend to All Saints and his humour and no-nonsense manner will be much missed. On 14th March 2020 Revd. Dr. Jane Mainwaring was installed as the new Archdeacon of St. Albans. I have known Jane for many years – initially, briefly, as a colleague in the Hitchin Team and I know that we are in safe hands.

In December it was announced that the Dean of St. Albans, the Very Revd. Jeffrey John would be leaving in the new year to take up the post Associate Chaplain at St George's Anglican Church in Paris, after seventeen years at St Albans Cathedral.

In Watford Deanery the Revd. David Shepherd retired in July from his post as Vicar of St. Matthew's, Bushey.

In May the Revd. Peter Waddell became the new Rural Dean for Watford following on from the Revd. Tony Rindl.

CONCLUSION

I am sure we can all agree that it has been a very strange year – unlike anything most of us have ever experienced. None of us could have guessed that during 2020 it would be illegal for us to visit our families or to leave our homes for anything other than exercise and essential shopping. We could never have guessed that we would all be worshipping from our homes by phone, computer, laptop or tablet. If someone had told me that we would not be allowed to sing in church or that we would have to sit 2m away from anyone not in our household and that we would have to wear a face mask when worshipping I would have thought them to be mad. But it has all happened and, by and large, we have learned to adapt to the everchanging demands of Covid-19 pandemic. But we have also learned a lot from the pandemic – and not just how to use Zoom but we have also learned that we can never take anything for granted.

Things we never gave a thought to – seeing our family and friends when and where we liked, singing in church, hugging someone, attending a funeral, getting married, travelling – have all been taken away from us at some point during the last year. It has hurt. It has been painful for many but we have learned that God is with us in the darkest of times and that he will see us through it. He will always be by our side no matter what is asked of us. Sadly, I know that it doesn't always feel that he is there with us – many of those who have been shielding alone for months and months will have had at least moments of feeling totally alone and abandoned. It sounds trite but God was with us all in our most difficult moments.

As I write this over 3 million people have already died across the world from this virus and many millions more have been gravely ill. Millions and millions are bereaved – for loved ones, for their livelihoods, for their homes. God does love us with a love beyond measure and he sees our tears and hears our cries but we are his hands and his feet and it is up to each of us to give love and support to those most in need. The love he gives us is to be shared and the strength he gives us is to be used for the benefit of others.

One day the news will tell us that no-one has died of Covid-19 that day, one day we will all walk freely and one day we will all come together again in our church and worship God - and give him thanks that he got us through the tough times. One day we will be telling the next generation of what happened in 2020 and how we never lost faith in God.

PAM WISE

P.C.C. REPORT

The PCC met on nine planned occasions during 2020– monthly meetings on Wednesday evenings, bar March, August and December, although there was an additional special meeting held in August. The Standing Committee met between the full PCC meetings to set the agenda and discuss anything urgent and requiring attention.

There was an average attendance of 8.5 plus clergy.

2020 saw us return to the position where we have two Church Wardens – Jose Tamayo was joined by Frances Zarifis. One PCC member resigned during 2020 and another did not stand again. However, 2020 saw two newer members of the congregation joining the PCC.

After a fairly standard first two months of the year, 2020 moved online from the April meeting, and all PCC meetings since have been held via Zoom. The Standing Committee met in person a few times in between restrictions when groups of up to six could meet indoors, however the full PCC was too large for this.

Although the church representation rules do not explicitly mention virtual meetings, the Church of England provided guidance. However, it did mean any decisions that required a vote/agreement were circulated after the meeting for that purpose.

We had to postpone our APCM in March, not knowing what was happening, and how when and how we could hold it. However, guidance was provided and there was an Instrument signed by the Bishop in August – that allowed the meetings to be held online, and extended the deadline for holding APCMs. The meeting was held online with the Standing Committee in the Church hall – a socially distanced group of six (clergy, Church Warden, Treasurer and Secretary) which was all that was legal at the time.

We heard regular reports from the Vicar, the Warden/s and the Treasurer. In addition, reports

were received on Health and Safety and Safeguarding, and more sporadically we heard news and updates on ASCEND.

As every other year (and report) will testify, a re-occurring theme is the maintenance of the church – 2020 saw our quinquennial review carried out again, this is a survey all churches have to have every five years. Whilst this was carried out in September, the report was delayed due to Covid-19 so was not received until the new year. The main item outstanding from the previous report was the replacement of some of the windows which had blown, which we had carried out early in the year. The cedar tree remained on the agenda, although is going to be left for the moment.

As the building usage was much reduced in 2020, so was the discussion on it. However, we did have to consider how we opened again in the summer as restrictions started to ease, and balance our needs with those of cleaning the building, and our tenants and hirers. Whilst on several occasions we were led by the law and churches could not legally be open, we also had to make the hard decision of whether and when we opened for communal worship.

Much of our regular review of processes and policies took a backseat as we concentrated on many of the new ones needed in light of the pandemic – we had to carry out a Covid-19 risk assessment for reopening, and look at how we implemented Test and Trace requirements.

One of the most difficult decisions the PCC has had to make in my time as secretary was in May, when we discussed and voted to make the post of Facilities Manager redundant. The decision was not an easy one and we had a qualified HR Manager provide guidance on the process, and sought legal advice via our insurance.

VIK DAVIS
PCC Secretary

CURATE'S REPORT

All Saints Church

As I sit here re-reading all the different things my report for 2019 contained, I can hardly believe I did all that without wearing a mask or having hand sanitiser at the ready or keeping a distance of 2 meters from people. While this year has been very different in terms of what I have done or places I have been, this year we have learnt a new way of being a Church community.

2020 started for me by covering a service at St Matthews, Oxhey. This was the first Sunday service I had covered and it was a great learning experience in how other churches do things. The congregation were lovely and very supportive. I continued my IME2 training and attended a session on Fresh Expressions of Church. I also attended a planning meeting for Messy Church at the Methodist church. I continued to say Morning Prayer in church on a Wednesday and Friday morning.

As Coronavirus continued its charge across Europe life in the UK was still business as normal in February. We held an Ash Wednesday service in the Chapel to mark the beginning of Lent and then proceeded to run two Lent courses: one on a Thursday after the service and as part of the Friday night home group. I led a service at Pinewood Care home – little did I realise that it would be my last of the year. Similarly, I led a collective worship at Greenfields School at the start of Lent, which again would be my last for the year. As part of my Curate training I preached at St. Pauls, Langleybury as well as having a sermon assessed by members of the congregation here at All Saints.

March, as I am sure we all remember was a month of two halves! Again keeping one eye on

Coronavirus as it started to spread around the UK, life was fairly normal still. I think we managed three Friday night home groups before we had to stop. Before the 1st Lockdown I had attended a formation group of fellow Curates from my year and had visited Rev. Jos Perris at Aldenham School about going there to do a possible placement for a week. The first service myself and Pam led online was Mother's Day, using a phone, a tripod and Facebook live! I don't think any of us thought that we wouldn't be back in church till the end of August back in March. At this point I began to say Morning Prayer online on a Wednesday and Friday morning.

As we entered April and into a very different Holy Week which was done online rather than gathered together in church. Morning prayer became Midday prayer during this time and this has continued on the All Saints Facebook Page. We all learnt very quickly how to use Zoom and meetings were done through this.

As we entered into May, Midday prayer continued on Facebook and Home Group restarted on Zoom for an hour on a Friday evening. I also set up a Zoom coffee meeting for 40 minutes each week for people to be able to see one another and to chat. These were very well received and different people came to them. Curate training didn't stop either, we moved onto Zoom for training on a Saturday Morning. During May I took my first funeral of lockdown which was a strange experience. I didn't meet the family in person till the day of the funeral and all conversations before were over the phone. There were restrictions in place as to the numbers that could attend and while we weren't wearing face masks at that point, we did keep a distance apart. At the end of May I was furloughed by the Diocese till the end of June. The Diocese asked curates if they would consider being furloughed and in consultation with Archdeacon Jane and Pam it was agreed I could be. For me this was an easy decision as Laura had had Covid-19 and was suffering the long lasting effects and so I moved with the cats to hers for the month to help her recover and look after the children. For us, the month was a Godsend as she was able to recover and rest when needed while I was able to help with home schooling and take the kids out on their bikes and do the household jobs.

Coming back off furlough at the beginning of July was a strange experience and it took about a couple of weeks to get back into the swing of things here. The Thursday service was now on Zoom with time to chat afterwards and I recommenced Midday Prayer on a Tuesday, Wednesday and Thursday lunchtime. July continued with Zoom trainings and an End of year review, once again on Zoom, with Rev. Tim Bull and Rev. James Webster. This was the beginning of the process to sign me off as a curate sometime in November. I also meet with Bishop Michael over Zoom as part of this process.

August led to me being on holiday for 2 weeks and on furlough for 1 as the Diocese could claim all three back as part of the scheme. Midday prayer, Sunday services and the Thursday service all continued.

By the time I came back at the beginning of September, we were back in church for Sunday services, socially distant and wearing masks. It was church with a difference. During this month I was able to meet with the Head at Greenfields School and while I wasn't able to go in and lead collective worship it was good to keep in contact. We were able, as a formation group, to meet outside as a group of 6 socially distanced, and I attended several online Webinars about Church and Covid-19. I attended the Festival of Preaching online too which normally would have been held in Oxford.

As September became October life was continuing on. At church we were holding services on a Sunday and a Thursday, being socially distanced and wearing facemasks. Midday Prayer continued on Facebook and I arranged to do a placement at a church in North Hertfordshire that I had put off earlier in the year. I attended online a digital conference on using Social media and services online over two days. Step Up started a food larder for people to come to twice a week and so I began to volunteer at this on a Thursday afternoon.

As November rolled around and we had a second monthlong lockdown, my placement was

postponed once again and curate training still went ahead on line. As we were in the 2nd lockdown services moved to online once again. Remembrance Sunday was very different to other years. During this second lockdown I attend an online session from the Diocese about Living in Love and Faith. This is the Church of England's response to how do questions about identity, sexuality, relationships and marriage fit within the bigger picture of the good news of Jesus Christ. What does it mean to live in love and faith together as a Church? There is a course for small groups to take part in as well as the report with the same title. I attended a Zoom morning as an extension of curate training which was about interview techniques and was very helpful. I received a letter from the Bishop which states that I have been signed off my curacy and can apply for jobs – however due to the pandemic there is not much being advertised at the moment.

As we entered into the season of Advent we were able to get back into church for the second Sunday of Advent and continued in church until the first Sunday after Christmas day. I continued to help at Step Up on a Thursday afternoon till the week before Christmas. I led an Advent home group with the Friday night group written by the Diocese of Sheffield. With a heavy heart we had to announce the death of Dianne Campbell, and while we couldn't have a funeral in church for her, we were able to join on line for the service which Pam led and for those with limited internet access we showed it in church.

The carol service and children's nativity were online events that the young people recorded the bible passages for and then I put it all together in a video for Facebook and our website. The only glaring error was that I missed the slide with the words for the first verse of Hark the Herald! I was really impressed at how well the young people were willing to read and how well it all went together. As the new variant of Covid-19 became more widespread the decision was taken to move to online services for the end of December.

Throughout the year members of the congregation have coloured in pictures that have been on the windows around church. We have kept in contact with those on their own through telephone conversations and encouraged those who can, to join us on Zoom and Facebook.

2020 has definitely been a year to remember! No one could have predicted the twists and turns it has produced and how none of us leave the house without a facemask and hand gel! Ministry has changed too and we have had to change and adapt how we lead Sunday services and get to grips with the technology. Most of us are now proficient on Zoom and the words, 'you're on mute' or 'I can't hear you' have become normal. We as a parish have had to find a new rhythm to life in order to communicate with each other and continue to show God's love.

REVD LIZ GUEST
Curate

DEANERY SYNOD

Watford Deanery consists of 14 parishes in and around Watford. The Deanery Synod is made up of clergy and lay members who meet three times a year. Many of the meetings are held as open meetings.

Deanery representatives are appointed for a 3-year term. 2020 saw the end of the current term but both of All Saints' representatives stood again (for a second and third term). The Annual Parochial Church Meeting (APCM). A new rule has now been introduced which limits lay representatives to two consecutive terms. However, individuals may serve additional terms subject to a motion being passed by their parishes' APCM, and at our meeting in October 2020 we did that.

The Deanery Synod has been without a secretary for the last three years (a new secretary has since been appointed in 2021). The Lay Chair, Pam Rastall also stood down this year after serving

five terms and the Deanery continue to look for a volunteer to take on this role.

Tuesday, 11 February at All Saints' Church, Oxhey

It was our turn to host the first (and ultimately only) Deanery Synod of the year. Pam Wise, Liz Fraser and Jose Tamayo gave a presentation on how we have been getting to grips with Safeguarding and explaining the use of the online dashboard. There was also the opportunity for other parishes to share their experiences and best practice. Pam also gave a presentation on her sabbatical in 2012 and the links she has since built between our parish and the parishes of Norrköping and Linköping in Sweden.

Wednesday, 11 November, virtual meeting of laity held on Zoom

In November, a virtual meeting of lay members only was held on Zoom. This was an opportunity for both the outgoing and incoming parish representatives to meet. There was a round table session with each parish giving an update on how their churches had been coping during the pandemic. There was also an update on the topics likely to come up at Synod meetings in 2021 including Living in Love and Faith, EcoChurch and the Covenant for Clergy Care and Wellbeing.

CHRIS THOMAS and VIK DAVIS
Deanery Synod representatives

ELECTORAL ROLL

The number on the electoral roll in 2020 was 67. A completely new electoral roll was prepared in 2019 as it was the 6th year of the cycle.

The number on the new roll is 64.

3 were removed, as they had all passed away since the last revision.

None were added.

VIK DAVIS
Electoral Roll Officer

CHURCH WARDENS' REPORT

Every year has a theme. And this one has been the Covid-19 rollercoaster and its consequences. Despite all the problems around, I have grown up in my feeling of being a part of something bigger.

We started the year very excited about the challenges it would bring us and keen to see how to develop our mission in the state. However, our Facilities Manager was off sick by illness and we had some tough times until we found our way to keep things running in his absence.

The Covid-19 lockdown arrived at the end of March. Loads of every-day-changing guidance (both Government and Church) were released. We had to go thoroughly through them and make some decision, put some measures in place...

The lockdown restrictions created some frictions with our tenants, especially ASCEND, who lost access to some facilities including the kitchen, and we had to facilitate access to the cupboard in the foyer and its sink. It also had a vast long-term impact on our finances.

On top of that, the restrictions and new situation also put on hold quite a few things we use to do: we haven't worked out in our MAP (Mission Action Plan) during this year; we stopped the development of some Safeguarding documents (we've got the basics, but we were trying to

improve; however the new situation required to re-think safeguarding and resource allocation by the time being); our eco-party, ECOSAINTS, met twice and then stopped; we didn't even have the routine inspection from our Diocese (I thank them for that because the workload was already quite high).

We had to create endless versions of risk assessments about this new threat that lead us to put some measures in place like the hand sanitiser (that will be with us for a while/forever), one-way system, social distancing seating, test and trace, and a lot of new things for every one of use. We made some decisions about when and how to open that were not easy. We also had to learn how to stream services and have meetings online to keep everything going on while following the government rules. I have to hugely thank Chris and Vik for all the work done in this area.

We had also interrupted some the regular maintenance in the building, as we were not allowed to have people in the building. All the compulsory certificates are on a high preference to-do list now, and they will be sorted out soon (we have a few of them already done). We are undertaking some repairs at the Hoe garage right now.

As a consequence of the financial impact, we had to make our Facilities Manager redundant regrettably. This undesirable situation raised some issues that the PCC sorted accordingly. One of my saddest days as Churchwarden was when Bob collected his personal belongings during the lockdown.

We had an abnormally late APCM and I welcomed Frances as my fellow Churchwarden in October. Since then, she has been very useful in helping me with some providers and lettings. Right at the end of the year, we had our Quinquennial visit. The architect will issue the report soon next year. I don't expect big issues, but we will need to sort out some preventive/corrective maintenance to avoid hugger and further problems.

Unfortunately, we have no events that we have attended (like services at the Northwood Synagogue or St Albans Pilgrimage or others). But I am sure we shall be soon back.

He heals the brokenhearted and binds up their wounds.

Psalm 147:3.

JOSE TAMAYO and FRANCES ZARIFIS
Church Warden

HEALTH AND SAFETY

No incidents were reported in 2020. The usual annual checks were made to fire alarms and extinguishers.

Before reopening for services in August, Jose Tamayo and Chris Thomas reviewed the Church of England's guidance, and put in place the required measures and carried out the risk assessment, which was shared with the PCC.

All unnecessary furniture was removed from the hall and foyer, including removing the doors between the porch and the foyer, to remove touch points.

There is clear signage in place, and hand sanitiser is located at the entrance to the building, and by the toilets.

Lettings have been reduced in line with government restrictions and to allow cleaning between use and lettings.

For services, seating is arranged in sixteen household groups, 2 metres apart (marked on the floor), there is a one-way route in place, and windows and doors are open.

In line with Test and Trace requirements we record details of those attending services (in line with our privacy notice) and there is a QR code for the building.

GWEN KATES
Health and Safety Officer

MISSION GROUP

At the beginning of 2020, the nominated charities for our Mission giving in 2020 were considered. The PCC members were presented with a shortlist from which three charities were chosen. As a result, we were going to work hard to help support The Essex and Herts Air Ambulance, Solaraid and ASCEND.

Once again members of the congregation started the year with their usual enthusiasm, being creative in finding ways to make money. We held a Quiz Night, organised by Joanna Miller, and what we thought would be the first of a number of Table Top sales, and were planning an Easter raffle.

As the food cupboard has been well supported, the Harvest Appeal this year raised funds for our missions, and this really helped to cover the lack of fundraising events.

The result of all this, an amazing £1,443 to be split between the three missions. This will make a difference to the work of our chosen missions, thank you to everyone who helped to achieve this – the donators, the ideas people, the planners, the furniture shifters, the stall holders and the spenders! Both for their work in 2020 and in the future.

The work continues and as we entered a new year, the PCC considered who to support in 2021. Given the total raised was not our usual one, with smaller donations to each, it was felt appropriate to suggest the same missions were supported, and this has been agreed.

We look forward to restarting some events in 2021. Whilst they may be socially distanced, they are a valuable source for fundraising and outreach.

Finally, please do hold our missions and their work in your prayers.

ASCEND – www.ascend.org.uk

Essex & Herts Air Ambulance – www.ehaat.org/

Solaraid – www.solar-aid.org/

GOOD SAMARITAN TASK FORCE

Not surprisingly, in 2020 the store cupboard has been well used. We are grateful for those who were generous in their giving, and to those who regularly offer bags of food to keep us stocked up.

Our thanks go to Pam Wise and Liz Guest who run and restock the food cupboard. and earlier in the year Dianne Campbell.

At Harvest the congregation usually generously donates money towards keeping the food store stocked up and dried food goods for the cupboard. The latter was not possible this year, and as the fund was not in need, the Harvest Giving went towards our missions.

However, we were supported by a collection at Greenfields School.

SOFA GROUP

(Social, Outreach, Fundraising Activities)

Whilst 2020 was a very different year to normal, we raised £1,443 towards our missions.

The year started well, we held the first of our usual Table Top sales in February before the first lockdown (where the money from the table hire, church stall and refreshments goes towards our missions) which raised £162 and there was a quiz night earlier in the month raising £169.

The cake stall and raffle continue as a regular feature at the Table Top sales, with any money raised by these are destined for our 'Special Fund', which goes towards purchasing equipment for the Church. In 2020 we only had the support of February which raised £90, but the fund has been growing over the years, and it was used to purchase the new laptop, needed to assist in the live streaming of services.

Although a smaller amount than previous years, Vik Davis sold jam and crafts (usually also sold at the Table Top Sales and Christmas Fayre) to her family and work colleagues, raising just over £135.

Finally, our thanks go to all those who donate raffle prizes and bric-a-brac, and bake cakes and make the crafts. Both in 2020 and in the years to come when we resume 'normal service'!

WORSHIP GROUP

The Worship Group led the singing at services to early March, however as communal worship ceased, so did singing in church. And it has yet to return at All Saints.

As the format of worship changed there have had to be many decisions taken. All Sunday services since 16th March have either been online only, or livestreamed from Church, therefore different considerations need to be made. It was thought important to continue to include music and a sung element, but using pre-recorded music has meant we need to consider copyright, and find copyright free recordings and videos. We have to thank Pam Wise and Chris Thomas for their research and they found two sources, purchasing a number of videos. Later in the year we also discovered the Church of England resources, with recordings of the choir of St Martin in the Fields. All three are now regularly used giving a mix of traditional and more contemporary worship music.

The members of the worship group were Matilda Tsiquaye Anie, Val Appleyard, Vik Davis, Ivan Percival, and Elizabeth Wanjiku. And I would like to thank them all for their generosity of spirit in giving their time and skills, and hope we can get together when congregational singing can start again.

VIK DAVIS
Worship Group Leader

SAFEGUARDING OFFICER

The year started with Revd. Pam Wise. Jose Tamayo and Liz Fraser working to bring together the

actions identified on the safeguarding dashboard. The safeguarding action plan, and drafts of other policies were going to come to the PCC.

There was an aim to hold a session on domestic abuse with the new PCC and others in April, to gain a better understanding of what it is and as a church how to respond as part of safeguarding.

It was noted at the end of 2019, that our work in this area had been well received by the Rural Dean, and the Deanery Synod meeting, held at All Saints on 11th February, included an agenda item where Pam, Jose and Liz Fraser shared the how they managed safeguarding at All Saints.

Safeguarding training is very important in raising awareness and equipping people to have the confidence and skills they need to recognise and respond to those at risk of abuse. New members the new members elected to the PCC completed their necessary safeguarding training. DBS checks were also carried out for these members.

There was a gap, where the C2 training which had been in person, moved online, and there has not been the places available for all the Sunday School leaders to have this yet.

In October 2020 Liz Fraser stepped down, and was replaced by Sue Seaholme as Safeguarding Officer, we thank her for her work.

SUNDAY SCHOOL

Unfortunately, due to the Coronavirus pandemic we have only met 7 times, up to 16th March 2020, with an average attendance of 4.5. Our younger members get older. We are not attracting young families so the numbers in Sunday groups are falling. However, we are very proud of the teenagers and upper primary young people that have come through church. We thank them for their contributions to the services and we really enjoyed the Lego nativity that Liz, our curate, organised.

I also want to thank the team of leaders and helpers; Stuart Seaholme, Joanna Miller, Gwen Kates, Melissa Pulman, Pilar Diaz and Sheila Brooks. I'm not sure when we will start again but missing you all.

SUE SEAHOLME

THE HATCH

The Hatch closed in early March 2020 as the building closed. It was usually open for business from 11.45 to 1.45 all year except school holidays, serving hot and cold drinks, with 'all day breakfasts' and toasted snacks, jacket potatoes and sandwiches, and 'toasties'.

Our thanks to Jean Martin for her work and effort, and to Frances Zarifis, who assisted her on Mondays.

We always comment that we cater for occasional buffets for meetings and courses etc. All equipment and money are provided by church, and any profit goes into church funds.

The beginning of the year saw the walking groups, previously based at The Centre, continue to use All Saints' as their start, enjoying hot drinks and nibbles before they headed off.

COMMUNICATIONS

This year has been transformative for our online communications. Where we could not meet in person for much of the year, our online tools have played a vital role in our communal worship and community. Shortly before the first lockdown, we began testing tools such as Facebook Live as a way of streaming our services from church. This quickly moved to us all worshipping from home, and we learnt how to use tools such as Zoom and OBS Studio software, along with Facebook Live, to bring live streaming from the homes of Pam and Liz with other members of the congregation leading readings and prayers. This was a new experience for us all, and we gradually worked out how to best approach this new way of worship.

In the summer, when churches reopened, we had new challenges as we tried to balance services in church while continuing to live stream for those unable to attend due to shielding or limits on the congregation numbers in church. This meant buying a new laptop with the higher specifications needed to run the live stream software.

One challenge of online streaming was how to include music into our worship. We sourced a small selection of music tracks which permitted free copyright use and more recently have incorporated songs specially recorded by the choir of St Martin in the Fields and made available to Church of England churches.

We now have a regular routine of Sunday services on Facebook Live, Thursday services on Zoom and regular midday prayers on Facebook Live by Liz. Live streaming has become a normal part of our worship and is here to stay.

Zoom has also enabled us to hold virtual PCC meetings regularly through the year.

Over the course of the year, we had an average of 4 visitors to our website each day, peaking at 7 visitors per day in April as we started moving online for our Easter services. Our Facebook following has increased by more than a third with over 250 users who like our page. Our Live Streamed services regularly have between 12 and 25 people watching live with many more catching up later in the day, with some of our videos reaching over 1000 people.

If you have yet to “like” our Facebook page, you can go to www.facebook.com/allsaintsoxhey and by doing so you will receive regular updates and notifications of our live streams direct into your Facebook feed. Also, don't forget to regularly visit our website www.allsaintsoxhey.org.uk for all the information on upcoming services and events and links to our live streams.

CHRIS THOMAS

FINANCE REPORT

It will come as no surprise that 2020 has been a challenging year for PCC finances with a year-end deficit of £10,077, compared to a surplus in 2019 of £10,851.

Our main source of income is church lettings which were badly hit by the lockdowns and restricted building access due to Covid-19 restrictions. In 2019, lettings brought in £43,333, representing 47% of our income. In 2020, this has fallen by nearly a third to £29,460. One of our tenants, ASCEND, continued to use their office space (albeit on a limited basis) and so continued to pay monthly rent for their dedicated office space and contributions towards utility bills and cleaning. Towards the end of the year, ASCEND requested a 25% reduction to their monthly rent which has been applied from December 2020. Almost all ASCEND's hall and room bookings for courses

ended in March but we still received income from bookings in the Autumn 2019 and Spring 2020 terms. Total receipts from ASCEND were £18,418, a 5% reduction compared to 2019.

Our other main tenant is the Romanian Betesda Church who hire the building for services, youth groups and choir practice. All bookings were cancelled between mid-March and the end of July and again in November. Bookings did resume when legal restrictions allowed but were substantially reduced from seven bookings a week to just two. Receipts from the Betesda church totalled £8,105 in 2020, 55% less than 2019. Other hall and room hire totalled £2,937, almost 50% less than 2019 largely due to the cancellation of karate and accordion band practices.

Our second largest source of income is voluntary giving which also saw a significant drop during the suspension of services in church between mid-March and mid-August and again in November. Services were again suspended at the end of December with Christmas Day being the last service in Church until mid-March 2021. We continue to bring in giving through monthly direct debits on the Parish Giving Scheme and we saw a substantial increase in online donations through the Just Giving website. When the church was open, we also saw an increase in card donations taking £965, almost a 5-fold increase on the previous year. In total, congregational giving and gift aid claims brought in £19,083, which was £4,715 less than 2019, almost a 20% drop. We will continue to accept cash giving in our collection plate and weekly envelope scheme, but if you can, please consider setting up a regular direct debit, giving online or by card. Full details on the different ways to give to the church can be found on our website at www.allsaintsoxhey.org.uk/giving.

When a curate is in post, the Diocese reduces our Parish Share in lieu of lost rent. For accounting purposes, this reduction of £1,300 per month to our Parish Share is recorded as rental income. The PCC reserves 30% of all rental income in a designated fund to provide a pot of money for maintenance and other costs arising from our ownership of the property. As we had a curate in post continuously in 2019 and 2020, net property income per annum remained at £15,600 (excluding maintenance costs).

Unfortunately, The Hatch was another casualty of the Covid-19 crisis remaining closed since March. For the period it was open, the net income was £516. The Hatch not only brings in income but provides a valuable community service, warm welcome and company, and we hope it can reopen later in 2021.

We raised £1,443 for our nominated Missions to be shared between Solar Aid, Essex and Herts Air Ambulance and ASCEND. We held only one Table Top Sale, bringing in £162 and a quiz night raising £169. The remaining mission donations came from the harvest appeal and donations from craft sales.

By far our largest outgoing is the Parish Share of £41,367, making up 51% of our total expenditure. The Parish Share is paid to the Diocese and is our contribution for the costs of maintaining the clergy. It is worth noting that the total cost to the Diocese for each incumbent clergy post is over £56,000 (including stipend, pension contributions, housing and training), therefore our Parish Share is subsidised by other parishes.

After the Parish Share, our next largest expense is salary and employment costs. At the start of 2020, we employed one facilities manager and one cleaner, both on part-time hours, and an occasional second cleaner for cover. One of the most difficult decisions of the year was to make the post of facilities manager redundant. While this increased our employment costs in 2020 due to statutory redundancy payments, it will save the PCC money in future years. I express my thanks to our former facilities manager, Bob Wyard, for his many years of service to All Saints church. During the lockdown periods, we placed both our facilities manager (prior to the decision to make the post redundant) and cleaner on furlough so we could recover £1,822 under the government's Coronavirus Job Retention Scheme (listed under Grants in the accounts).

Regular church running costs did reduce in 2020 because of the reduced building use. Most notably, our electricity, gas and water bills reduced by £845, 17% less than 2019. We closed our landline account in 2019 and took out a mobile contract along with a virtual landline service which means our old landline number continues to divert to the mobile phone. This has saved £430 per year in phone charges. We paid £100 to ASCEND for access to their broadband and wi-fi (in 2019 we paid £300 for three years covering 2017-2019).

In 2020, we replaced several windows in the church hall costing £2,178, listed as capital expenditure in the accounts. Other maintenance costs related to a number of plumbing repairs. Maintenance costs for the curate's house included £774 to replace the garage door following an attempted break-in, of which we claimed £689 back through the insurance. New equipment in 2020 included £500 for a new higher-spec laptop to support live streaming of services and £83 on hand sanitiser dispensers.

While we have reported over £10,000 deficit in 2020 and can expect a similar deficit in 2021, we are lucky to have healthy reserve funds following over £10,000 surplus in both 2018 and 2019. Assuming our normal activities return to somewhat normal in 2022, we should continue in a financially stable position. However, 2020 has shown that we cannot rely solely on tenants and hall hire to provide the funds needed to keep the church open.

I would like to express my personal thanks to all those who help count and bank the money received and to our independent examiner Gordon Hewer.

CHRIS THOMAS
PCC Treasurer

<u>Payments (cont.)</u>	<u>2020</u>	<u>2019</u>
<u>Regular Church Running Expenditure</u>		
Cleaning: Excluding salaried cleaners	0	140 ⁸
Routine maintenance	426	1,255
Consumables & general running	3,493	4,325 ⁹
Church Office & Administration	2,100	3,236
Telephone	253	882
Furniture, fittings and equipment	685	574
Books, publications & software	262	175
Insurances	925	910
Church services (inc. sacristy)	133	366
Electricity, gas & water	4,104	4,949
Catering expenses	295	995 ²
Miscellaneous	0	530 ⁶
	<u>12,677</u>	<u>18,339</u>
<u>Capital Expenditure</u>		
Church Repairs and Redecoration	2,178	0 ¹⁰
Curate's House Repairs/Redecoration	0	0
	<u>2,178</u>	<u>0</u>
	<u>£81,623</u>	<u>£81,396</u>
Excess of Receipts over Payments	<u>-£10,077</u>	<u>£10,892</u>

Note 1	From July 2018, the PCC received a reduction to Parish Share in lieu of lost rent for housing our Curate (£15,600 in 2019 and 2020). For accounting purposes, this has been recorded as rental income.
Note 2	Net catering receipts £516 (2020) and £1,651 (2019). The Hatch was closed from March 2020 due to COVID-19.
Note 3	The PCC jointly own a photocopier / printer with ASCEND. A monthly fee is paid by the PCC related to the number of sheets printed; recorded as expenditure under "Church Office and Administration". The PCC recovers costs from ASCEND and the South Oxhey Choir for printing and paper usage; recorded as a receipt under "Printing income". No profit is made from printing income.
Note 4	Rent (ASCEND) is for permanent office space. ASCEND also paid hall and room hire charges for courses etc. of £3,421 (2020 includes bookings in Sep-Dec 2019) and £3,507 (2019) included under 'Lettings' and further contributions recorded under 'Utilities & running costs (ASCEND)'. Total ASCEND receipts totalled £18,418 (2020) and £19,337 (2019). From December 2020, the PCC agreed a temporary 25% reduction on ASCEND's monthly rent because of reduced occupancy due to COVID-19.
Note 5	Insurance claim in 2020 for garage door at Curate's house following break-in.
Note 6	Significant 'Miscellaneous Income' for 2019 consists of contributions towards coach hire to Liz's ordination (£193) and collection for Liz's ordination gift (£210). Significant 'Miscellaneous Expenditure' includes coach hire to Liz's ordination (£320) and Liz's ordination gifts (£210).
Note 7	The post of Facilities Manager was made redundant in May 2020. Salary costs in 2020 includes statutory redundancy payment and other related employment costs.
Note 8	Costs related to our salaried cleaners are recorded under "Salaries". Other cleaning costs includes deep clean of the carpets and window cleaning which did not occur during 2020.
Note 9	Consumables & general running' includes consumables (e.g. toilet paper, cleaning supplies etc) and routine bills other than gas, electricity and water.
Note 10	Capital expenditure in 2020 was for replacement of windows in the church hall. Capital Expenditure excludes routine maintenance.

INDEPENDENT EXAMINER'S REPORT
 I hereby certify that the above Receipts and Payments Account is in accordance with the financial records produced to me.

 G R Hewer ACIS ACIB on 9 April 2021

These accounts are approved by the Parochial Church Council and signed
 on 25th April 2021 on its behalf by

 Canon Pam Wise - Vicar

 Chris Thomas - Treasurer

2. Statement of Assets and Liabilities as at 31 December 2020

<u>Assets</u>	<u>2020</u>	<u>2019</u>
Cash in hand and in bank	8,553	18,995
Short term deposit CBF	86,394	86,028
CBF Investment Fund Income Shares	2,065	1,932
Gift Aid Reclaimable	751	1,943
Curate's house in The Hoe	492,000	469,000 ¹¹
Fixtures, Fittings and Equipment	3,275	2,900
Total Assets	<u>£593,038</u>	<u>£580,798</u>
 <u>Liabilities</u>		
Fees due to Diocese for Oct-Dec	169	165
Total Liabilities	<u>£169</u>	<u>£165</u>
 <u>Net Assests</u>		
	<u>£592,869</u>	<u>£580,633</u>

Note 11	Last professional valuation of Curate's house was £210,000 in December 2001. Current figures are indicative online valuations from zoopla.co.uk (March 2021) and mouseprice.com (January 2020).
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3. Fixtures, Fittings and Equipment

Net Book Value as at 31 Dec 2019	3,867
Additions: Laptop	500 ¹²
less depreciation of 25% of balance	<u>-1,092</u>
Net book value as at 31 Dec 2020	<u>£3,275</u>

Note 12	Only new equipment over £500 is listed.
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4. Schedule of Funds as at 31 December 2020

Fund / Description	<u>Unrestricted /</u>		<u>Total</u>	<u>2019</u>
	<u>Designated</u>	<u>Restricted</u>		
General Fund	65,212		65,212	76,218
Special Fund	1,120		1,120	1,533 ¹³
Curate's House	12,175		12,175	8,509 ¹⁴
Building		7,333	7,333	9,239 ¹⁵
Vicar's Discretionary		6,117	6,117	5,938
Children's choir		546	546	546 ¹⁷
Letting Damage Deposit		1,000	1,000	1,000 ¹⁸
Mission - Home and Overseas	<u>1,443</u>	<u>0</u>	<u>1,443</u>	<u>2,041</u> ¹⁹
Total	<u>£79,951</u>	<u>£14,997</u>	<u>£94,947</u>	<u>£105,024</u>

Note 13	Special Fund contains proceeds of dedicated fundraising which is set aside from the routine general fund to provide a pot of money for future purchases of church equipment as required. In 2020, this fund was used to buy a new laptop for live streaming of services.
Note 14	The Curate's House fund provides a pot of money for future maintenance and other costs arising from our ownership of the property. It is funded by a 30% contribution from all rental income of the property (see Note 2).
Note 15	An estimated electricity saving of £272.12 has been added to the Building Fund as agreed by the PCC at the time the LED lighting was installed (savings compared to 2016 baseline before the LED lighting was installed)
Note 17	The Children's Choir was established in 2015 and met on Tuesday evenings until July 2017. These funds came from membership subscriptions and donations and was used for costs arising from the running of the choir. Attempts were made to re-establish the Choir during 2018 and 2019 but it is not currently meeting.
Note 18	In 2016, a regular letting was secured with the Romanian Betesda Church. Due to the significant unsupervised use of the building, a damage deposit of £1,000 was collected and is held in a restricted fund.
Note 19	Mission Funds listed as "Designated" are reserved to be split between our nominated Missions for 2019. "Restricted" funds are money raised for a specific cause, for example emergency appeals and the collection at the Christingle service for The Children's Society.