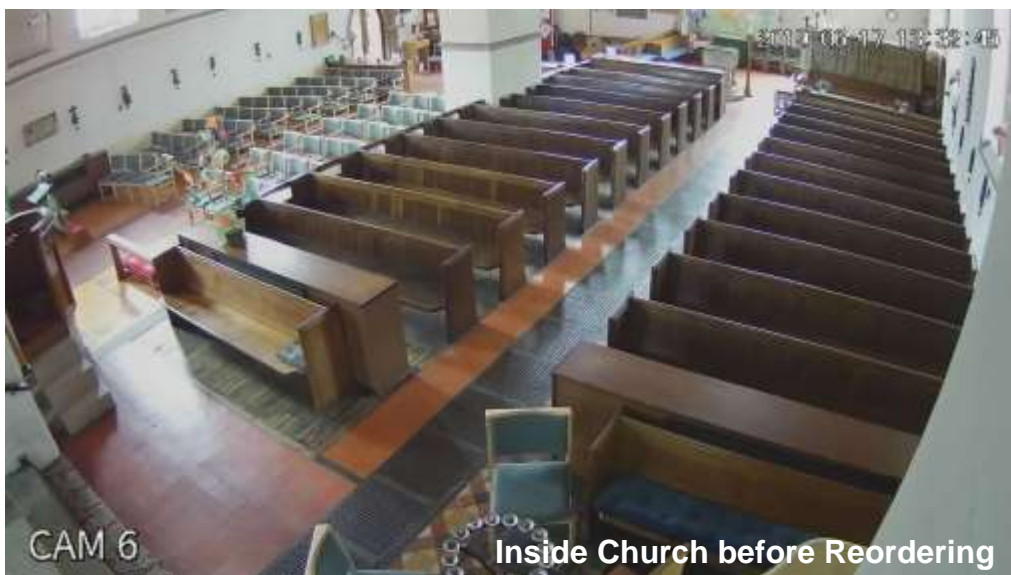
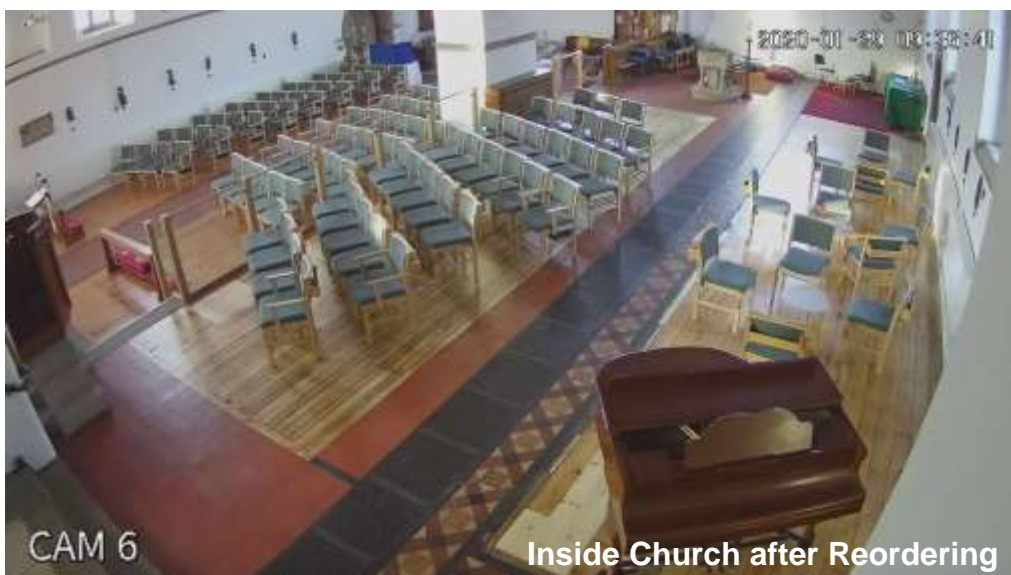




**Annual Report and Financial Statements  
of the  
Parochial Church Council**



**For the Year Ended 31<sup>st</sup> December 2019**





## ANNUAL REPORT 2019

### 1. PAROCHIAL CHURCH COUNCIL

Registered Charity Number 1165115

The Parochial Church Council (PCC) is elected to cooperate with the Vicar in promoting the mission of the Church in this parish, pastoral, evangelistic, social and ecumenical, i.e. all aspects of parish life and it is responsible for adopting and implementing policies approved by the General Synod and the



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

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

Rev Dave Jones our Curate in Training left in July having been appointed priest to the Parish of St John's, Beckenham and Peter Shafe resigned due to ill-health early in the year. Sadly, Peter died in October.

The Annual Meeting of Parishioners on 7 April 2019 re-elected Martin Harris and Lyndon Palmer as Churchwardens. Nik Bennett was re-appointed as an Assistant Churchwarden and Ann Palmer was appointed Assistant Churchwarden following Peter Shafe's resignation.

Fran Bennett, Nik Bennett and Anne Oke continued to serve on the Diocesan Synod until 2020. There were three places to be filled at the APCM. Chris Fagan, John Galloway and Janet Martin were re-elected for three years. The meeting noted that, in consequence of a reduction in the number on the Electoral Roll to below 100 resulting from the six-yearly review in February/March 2019, the entitlement to elected lay membership on the PCC (in addition to the Deanery Synod representatives) had reduced from 12 to 9.

Following the 2019 elections, the following served as members of the PCC:-

<b>Member</b>	<b>Representative</b>	<b>Complete Office</b>
Miriam Mugan	Vicar	Ex officio
Dave Jones	Curate	Ex officio
Martin Harris	Churchwarden	Annual
Lyndon Palmer	Churchwarden	Annual
Anne Oke	Deanery Synod Rep	2020
Fran Bennett	Deanery Synod Rep	2020
Nik Bennett	Deanery Synod Rep	2020
	also Asst Churchwarden	Annual
Jane Bates		2021
Sam Beard		2020
Andrew Nobbs	(Treasurer)	2021
Chris Fagan	(Secretary)	2022
Shirley Ford		2020
John Galloway		2022
Janet Martin	(Planned Giving Officer)	2022
Ann Palmer		2020
	also (Asst Churchwarden)	Annual
Wendy Shafe		2020

### **Sides People**

The following people were appointed to serve as Sides People at the APCM or thereafter:-

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

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

### **Review of the year**

The PCC held seven ordinary meetings and three extraordinary meetings in 2019, with an average attendance at the ordinary meetings of 83%. 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 two meetings which considered business arising from PCC meetings and planning of items for future PCC agendas.

2019 saw a continuation of the services and activities launched under the Mission Action Plan 2018-20 with its four key priorities:

- Deepening our faith and sharing it more confidently
- Increasing our involvement with the local community through social and drop-in events
- Developing a five-year strategic plan to re-order the church interior to enable better and more effective use of the building and

- Improving our access to and use of social media as a means to reach out to people outside the church.

Actions approved under this Plan included running Alpha courses for adults and young people and interactive Bible courses during Lent and the Autumn. Innovative Holy Week services, particularly a Good Friday service involving guided imagery and walking meditation, were introduced and were found very meaningful by attendees. Starting in September a monthly Forest Church for families has run on Sunday afternoons, involving activities in local woods and in the church garden. Further details are set out in the report of the Pastoral and Evangelism Committee.



**Mothers' Union  
Moving On Service**

Pop-up Cafés for adults and toddlers have operated during school holidays and half term weeks and three afternoon teas for local residents were run in the Church Hall. These have proved very popular with older residents. They supplemented the popular Dinner Bell lunches run on Fridays during school terms. Facilities are also provided in the Church for visitors to make tea or coffee. Detailed information on these activities is contained in other reports.

Thanks to a very generous legacy from David Williams, a former Church Reader, the PCC was able to programme the re-roofing of the south nave and re-ordering and repainting of the church interior, replacing pews with a flexible and visually attractive open space. This accommodated the use of chairs and tables in varying layouts to suit particular services and other events. A safety balustrade was installed to separate the north and south naves, which are on different levels.

The PCC continued to support the Parish Nurse project launched by Churches Together in Croxley Green to seek to meet clearly-perceived needs for health support for elderly and infirm residents, supplementing the work of the NHS. A qualified nurse was appointed in April and began work in June. Our Vicar Miriam serves as a Trustee of the Charitable Incorporated Organisation which manages the project. Details can be seen in the Churches Together report.

Detailed information on worship and outreach activities can be seen in the report of the Pastoral and Evangelism Committee, and information on the church fabric and re-ordering in the report of the Buildings Committee. The work done by the Hall Committee and the Social and Fundraising Committee is set out in their reports. The Christmas Market and Grand Prize Draw organised by the latter committee raised more than £6,000 for Parish funds and attracted many local residents.

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

- Confirmation of adoption of the Church of England's Policy for Safeguarding Children, Young People and Adults and the Statement of Adoption of the House of Bishops Promoting a Safer Church. The PCC undertook to comply with the policy commitments contained in the Statement
- Adoption of a revised Safe Use of Images policy and approval of arrangements for review and deletion of images not required to be retained
- Revision of a policy governing the interment of ashes in the church garden of rest.



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



**St Albans Abbey  
To celebrate Miriam becoming Canon**

The PCC resolved to support the following charities from the proceeds of Sunday tea and coffee sales during 2019: Christian Aid (February-April), Shelter Box (emergency aid for families in disaster areas-May-July), Newspaper for the Blind Watford (August-October) and Christians Against Poverty (November-January 2020). The Parish also held a lunch for the Bishop of St Albans' Diocesan Harvest Appeal to support a project to replace household kerosene lamps with solar panels in Tanzania. The November PCC meeting voted to adopt a further four charities to support during 2020. The Parish raises several thousand pounds annually for donations to the chosen charities.

The PCC noted in November 2019 that each of the principal objectives of the Mission Action Plan had been achieved. A new Mission Action Plan will be developed in 2020. To this end a PCC Away Day was held to consider and identify the needs of different age groups within the Parish.

The 2020 Mission Action Plan will set its priorities to seek to meet the perceived spiritual and social needs of the community within a Christian context.

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 enrolment is a sign of personal commitment. It 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 review of the Roll is carried out and this was done in 2019. Everyone who wished to join or remain on the Parish Electoral Roll was required to apply for enrolment. To qualify for inclusion you must be:

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

Following the 2019 review there were 87 members on the electoral roll, of whom 33 (38%) were non-resident in the Parish. 34 names were deleted from the Roll and 16 new applicants were enrolled:

we welcomed Michael Bovington, Benjamin Brogden, Cristina Bucur, Maureen Cliff, Zoe Goddard, Helga Hibbert, Francis Hilsden, Philip Hobbs, Karen Jarvis, Carly Johnson, Lorraine and Nigel McCobb, Jean McLaughlin, Michael and Valerie Murray and Katherine Wakefield.

In 2019 we lost two electors who sadly died – Peter Shafe and Hazel Willoughby.

Those on the Electoral Roll can ordinarily be expected to attend services and participate in activities of the church, which can include 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 contributes 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 revision of the Roll will be carried out commencing in March 2020 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



**Good Friday reflections**

### **3. ARCHDEACON'S ANNUAL INSPECTION**

The 2019 Archdeacon's annual inspection took place on 17<sup>th</sup> September and this year we were visited by Revd Canon David Hall (Rural Dean of Rickmansworth).

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

- **Mission – *Living Gods Love*.**  
Our current Mission Action Plan.
- **Caring for and developing the church building – *a centre of worship and mission*.**  
The Quinquennial inspection checking on any work undertaken during the past year and checking the condition of the church inside and outside.  
A review of all the Parish Registers, any Faculties or Letters of Authorisation issued or updated in the past 12 months.  
To provide the church log book and the Inventory signed and ready for the Inspector's signature.  
The Church Plate need not be displayed, though losses/additions should be reported.
- **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.

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

Lyndon Palmer and Martin Harris  
Churchwardens

Please see below the comments from the Inspection Report sent to the Archdeacon of St. Albans.

### **ALL SAINTS' CROXLEY GREEN**

#### **17.09.2019 visitation by David Hall (Rural Dean), Meeting Lyndon Palmer and Martin Harris**

The parish is to be commended for a very pro-active year in which considerable development work has taken place. The side of the roof has been re-tiled; this was much needed because of slipping tiles. The re-ordering has been well-received. This allows nearly half the church to be used without chairs, and to attract community groups during the week. The closed vestry at the back has been imaginatively moved to the front left of church, opening up a considerable area at the back of church. A fresh coat of paint aids the brighter, more spacious feel of the whole building. The parish was much encouraged by a very successful jumble sale the previous week. It is encouraging to see such helpful development of the building, retaining its sense of dignity and worship, but opening up many more options for community engagement and evangelism.

### **4. CHURCHWARDENS' REPORT ON THE FABRIC OF THE CHURCH AND BUILDINGS**

#### **Church Fabric**

We had our Quinquennial Inspection in September 2017 which did not identify any major works requiring urgent attention. It did highlight items to be completed within the Quinquennial time frame of 5 years with varying priorities. These have been added to the Buildings Committee's 5 year development plan for the work to be carried out. During 2019 these items were prioritised so work could start to be carried out from 2020.

It has been a busy year with major work being completed on the inside and outside of the church thanks to the bequest from David Williams. The south face of the south nave roof has been re-tiled. A new heating system including boilers and radiators has been installed. A balustrade added between the North and South naves of the church. The church interior has been redecorated, the pews in the North nave removed and the Sacristy has been moved to the top of the Lady Chapel. What a great difference this has made to the church interior.

The cleaning of the roof gutters/valleys and routine maintenance has also been carried out to the church building during 2019.

#### **Church Inventory**

Added to the Inventory have been a new altar frontal, lectern fall and two pulpit falls, the balustrade between the North and South naves of the church. Removed from the Inventory have been the pews on the North nave.



## Faculties

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



**Easter Garden**

- i) Upgrade work to the CTIL telecoms installation.
- ii) Upgrade to church CCTV system. Replace cameras and additional camera to cover choir vestry door.
- iii) Church Re-ordering. Replacement of church heating system, repainting church interior, removal of pews and replacement foldable/stacking chairs in North nave, floor sanding, construction of wood and glass balustrade between North and South nave.

Also an Archdeacon's letter of authority was obtained to retile the South nave / aisle roof of the Church.

## Statutory Compliance

The safety checks for fire extinguishers, electrical/gas appliances, fire alarm system and the lightning conductor were carried out during 2019.

## Thanks

Once again a big thank you to all who help to keep All Saints' Church in such good condition be it inside or outside. Special thanks to those involved in the church re-ordering. 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.

Congratulations to Miriam, who was invited by the Bishop of St Albans to become an Honorary Canon of the Cathedral and Abbey Church of St Alban. Great importance is put on the role of an Honorary Canon, especially as a way of linking the Cathedral with the Diocese and providing a channel for communication.

On behalf of everyone at All Saints', we would like to record our thanks to the excellent and very dedicated Pastoral Team we have had through 2019 - Miriam, Anne and David who left us in July.

Lyndon Palmer and Martin Harris  
Churchwardens

## 5. TREASURER'S REPORT

The day to day running costs of our Church are recorded in the general fund. For the year ending 31 December 2019 the total income received into the fund was £109,619 against costs of £109,608. It is a very satisfactory outcome to have broken even for the year, albeit by the smallest of margins.

The accounts have been prepared on a receipts and payments basis.

### **General Fund – Income**

Thanks to the continued generosity of our church members and friends giving through the offertory was slightly ahead of budget, but it should be noted that the budget for this was lower than the previous year. This decline is a trend, which is expected to continue into 2020.

The excellent financial performance of the Christmas Market and jumble sales resulted in fundraising exceeding budget by £2,835. Hall booking income also did well and exceeded budget by £5,934. These two items in particular helped to offset other costs and enabled us to break even.



**All Saints' at Croxley Revels**

### **General Fund – Expenditure**

The costs associated with the day today running of the church were generally on budget with little by way of overspends. The apparent overspend against repairs and maintenance can be accounted for by two extraordinary factors:

Firstly the one off cost for the new enhanced CCTV system exceeded the budgeted figure by £991.

Secondly the balance of the cost for the refurbishment works to the church of £3,714 was charged to the general fund against the repairs and maintenance budget.

### **Restricted and Designated Funds**

2019 was a year in which a great deal of work took place at All Saints' to both repair the structure and to enhance the Church as a place of worship. Such schemes are never cheap.

The ability to finance these projects has been down to the generosity of past and present members of the congregation through legacies and donations. Above all, to the late David Williams, who in 2017 bequeathed £122,466 to All Saints'. These gifts and costs have been accounted for in the restricted and designated funds.

### **Church Refurbishment**

The cost of retiling the south nave roof, installing a new heating system, painting the Church interior and installing the balustrade amounted to £146,832. A successful application was made to recover the VAT under the Listed Places of Worship Grant Scheme.

All but £3,714 of the cost for this work was paid from the David Williams Fund. (A balance of £500 is retained in the fund for the repair of the church gates damaged by a contractor.)

### **Projector Screen and Sound System**

Works to enhance the sound system amounted to £3,289 with the cost met by prior donations. The balance of the cost for the new wall mounted projector screen was paid in 2019 and came to £5,800. The majority of this was met from the residue of the bequests held in the Legacies Fund through gifts from the late Jean Walford, Jim Ward, Win Terrell and Shirley Brown.

### **Altar Frontal**

A new white altar frontal was ordered and is funded by a donation.

### Hall Refurbishment Fund

In 2019 the PCC continued the practice, established in 2017, of transferring £2,500 annually towards the designated Hall Refurbishment Fund. In addition a further £1,600 was received from the proceeds of Dinner Bell towards the restricted Hall Fund.

### Reserves Policy

It is the policy of the PCC to hold in the general fund three months cash flow, which equates to £27,402. The balance held in the general fund at the end of 2019 rose by £11 to £39,705. The difference of £12,303 is to be retained by the PCC to cover the budgeted loss of £13,796 outlined in the 2020 budget. The 2020 budget is challenging and we remain dependent on the ongoing generosity of our church members and the success of our fundraising events if the mission and vision for our church is not to be held back by financial concerns.

I would like to thank our banking team of Pat Foster and Chris Oke who count and bank the offertory income each week and Janet Martin for her meticulous work in maintaining the spreadsheets as our Planned Giving Officer. My thanks go also to Dot Reynolds for once more acting as independent examiner of the accounts.

Andrew Nobbs

## 6. BUILDINGS COMMITTEE

### Summary

*2019 saw the most extensive changes to the structure of All Saints' since two German parachute mines demolished parts of the building in 1941, and the repairs and rebuilding that the damage had necessitated. The south roof of the south nave was re-tiled; a modern heating system installed, the church interior de-cluttered, cleaned and painted; the wooden floor of the north nave stripped sealed and repaired following removal of the pews; and finally an oak and etched glass balustrade constructed to separate the two naves and provide a safety barrier.*

### The Report

What is contained in this year's report is the result of planning recounted in detail in last year's report where the arguments for the work were set out in detail.



**Checking the Roof**

2019 saw the most extensive changes to the structure of All Saints' since German parachute mines demolished large parts of the building in 1941, and the repairs and rebuilding that the damage had necessitated. In fact the biggest piece of work carried out on the church during 2019 was a long- term consequence of the bomb damage. In recent years, the then re-tiled roof, now 70 years old, has been showing increasing signs of dilapidation. This had been particularly clear on the south-facing roof of the south nave, which had lost a lot of tiles. In the months after Easter, GWS removed all the old tiles, replaced the woodwork and insulation and hung 1,7000 new 'nibbed' clay tiles.

Turning now to the interior of the church. As was explained in last year's annual report, All Saints' must evolve if it is to play a full part, both social and spiritual, in the life of the village.

Taken together these and some other – both local and national – considerations forced a rethink of how the space provided by the church could and, more importantly, should be best used.

The first move was to set up the Church Interior Re-ordering Group (CHIROG) in early 2018. Its role was to establish, analyse and discuss the scope of re-ordering and its practicality and feasibility (including financial). The Group met for the first time on 12 January 2018 and six times subsequently; finally on 18 October when its deliberations were shared with the DAC. A final report came to the PCC on 1 November 2018 at which its recommendations were approved and the green light given to go ahead with the first phase of the work. 2019 saw those recommendations implemented.

They included cleaning and repainting the church interior (once it had been seriously de-cluttered); cleaning and repairing the floor of the north nave; and replacing the old heating system with a much more efficient modern system. As everyone knows, or certainly should know, the church has an idiosyncratic design, the result of extensive rebuilding in 1907 to accommodate an increased congregation. The result was two naves side by side, the floor of the north nave being around 15 inches higher than of the south nave. The north nave was fitted with pews across its width perpendicular to the axis of the nave. The south ends of the pews lay along the upper line of the step dividing the two naves and linked by horizontal oak beams which provided a barrier between the two.

A key part of the re-ordering involved the pews being removed from the north nave. In doing so the barrier was also of necessity removed giving rise to, among other things, a safety hazard. The DAC agreed we could install a permanent ‘balustrade’ along the dividing line. This has two purposes: first to separate the church cleanly into two parts, one for worship, and the other for more secular purposes. The balustrade is a permanent oak and etched glass panel structure, around 11 metres long and one metre high with turn-downs to provide handrails at the short flights of steps at each end, which provide access between the two naves. The work was carried out by the same team, designer and engraver, Tracey Sheppard, carpenter Mark Glendinning and Nero Glass Designs, which in 2018, designed, built and hung the new memorial doors.

The result of the renovation and re-organising has been a much more open, far brighter and



**Inside the Church after reordering**

lighter space; flexible and readily adaptable, well fitted therefore to accommodate unpredicted as well as planned and otherwise predicted needs of the church in the decades to come. It is attractive and welcoming inside and out, well and suitably lit, accessible, physically and psychologically, and warm or cool as the weather dictates. In brief the church is now in a position to respond constructively to whatever challenges and opportunities it encounters over the next decades.

Conclusion: At their meeting of 10 August 2017, the Buildings Committee proposed a five- year plan to make the church building fit for purpose, or given the paragraph above, purposes. Five years was chosen, first because that period of time would take All Saints’ up to its 150<sup>th</sup> birthday; and second because it covered the next quinquennium during which time it would be necessary to carry out essential repairs to the church fabric identified by the church surveyor,



Tony Booth. The plan identified a fair number of, variously, necessary and desirable changes that might be considered. 2019 saw large strides towards the realisation of the plan.

It would be quite wrong to end this report except by giving the fullest credit and warm thanks to all those whose support, help, experience and expertise All Saints' has enjoyed over the last year, and without which the profound and greatly appreciated changes to the church structure described above would not have been possible. Perhaps first and foremost was the immensely generous bequest in David Williams' will that turned the re-ordering programme from vision to reality: Joe Sparrowhawk and his roof-tiling team at GWS; The HeatingGlobal team who installed the new heating system; PTN who painted the church; Croxley Antiques who removed the pews; and for the creation of the balustrade, Mark, Max and Gerrard at Greenoak, Tracey Sheppard for the elegant Greek Cross designs, Bruno Gabriel of Nero Glass Designs for creating the glass panels, Andy Basham and Colin Bushell for sanding, sealing and repairing the floors. And finally the unfailing help and advice of our surveyor Tony Booth and his team at FJ Thompson; Kay Thomas, James Smith and Reza Biteraf, certainly not forgetting the sterling work of Gill Waldock in keeping lines of communication open.

Our warmest thanks to all of them: they have created a space not only eminently fit for purpose but in its sturdy elegance a pleasure to behold.

John Galloway  
Secretary of the Buildings Committee

## **7. HALL COMMITTEE**

The Hall continues to be a popular venue and is well used by the community of Croxley Green. Church functions and fundraising events such as Dinner Bell, Jumble Sales, Pop-Up Café, Afternoon Teas, Harvest, Christmas and Easter celebrations, Christmas and Spring markets and Quiz Nights have all been held in the Hall. Brownies and Guides, Toddlers, U3A and Badminton groups have held their meetings in the Hall and there has been an increase in the number of Blood Donor sessions this year. The Hall is let to a number of Dance, Drama and Fitness groups; Auctions are held regularly by a Fishermen's group; parties and private functions happen here and of course it is the place to vote on election day. The revenue generated is an important income that goes towards the running costs of All Saints' Church.

The focus of discussions this year has been the way forward to carry out necessary works to the Hall. A comprehensive list of internal and external work has been drawn up and discussions have included the Chairman of the Buildings Committee. It was decided that expert advice should be sought, assessments carried out and budgets planned so that the work can be prioritised. This is to be carried out in 2020.



**Rev'd Dave's last service**

The Hall Committee members for 2019 have been: Martin Harris (Chairman), Wendy Shafe (Note-taker), Judith Man and Janet Martin.

Wendy Shafe

## 8. PASTORAL AND EVANGELISM (P & E) COMMITTEE

In 2019, the P&E committee comprised of Revd. Canon Miriam Mugan, Revd. Dave Jones and Revd. Dr. Anne Shaw, one of the churchwardens, 5 PCC members, Chris Ashley our organist and 3 members of the congregation.

### Growing in Faith

Worship: Over the course of the year the committee looked at ways to enhance our worship, seeking to make it more engaging and meaningful. We reviewed all our services and some service booklets, and the PCC agreed to the following adjustments:

- ❖ 8 am and Evensong services would take place on a fortnightly basis
- ❖ Service Booklets for #First Sunday Service and for Ordinary Time were adjusted
- ❖ Making Holy Week more meaningful: changes were made to some services, particularly the Good Friday, Easter Eve and Easter Day services.

- ❖ Sides persons received training and were asked to increase participation of the children at 9.45 services by involving them in the Offertory and with bringing the Bread and Wine to the altar. A wide range of activities is now available for the children.



**Youth Group**

Courses: The P & E supported the running of the following courses:

An evening Alpha Course and an afternoon Bible Course took place in Lent, and a further Bible Course in the Autumn. Youth Alpha was well supported by the young people during the autumn. As a result of this stimulating course, one young person was baptised and 2 young people were confirmed at St Albans Abbey.

### Connecting with Others and Showing God's Love

- Reaching New People: several PCC members attended the 'Integrate' Diocesan training day, which inspired our own PCC Away Day. Led by Miriam and Dave, it invited us to think about new ways to reach out and engage with the different ages in our local community. One activity has already started:
- Forest church was launched in September: this outdoor activity, held in Croxley Woods, is held on the second Sunday of each month and has been a most successful way of engaging all ages, particularly the families that have outgrown the Family Service or have Sunday morning commitments. A short Bible story or talk gathers everyone together. The refurbishment on the North side of the church has given a great space for initial activities and for refreshments on returning from the woods.
- Pop-up Café has attracted great numbers on Thursday mornings in the school holidays. It culminated in the Pop-up Christingle café held on a December Sunday, when families and friends came and made it a very special pre-Christmas occasion.



- Monday Toddler group, Sunday Youth Group and the quarterly Afternoon Tea, all continue to be run by church members, which enable our church to connect and engage with different age groups from within and outside the church community.
- Re-furbishment of All Saints' Church has provided great flexibility of space on the North Side of the church:
  - Baptism groups can sit facing the font
  - Family service has the space for everyone to be more closely involved and use that space in different ways.
  - People can gather and mingle for refreshments after the Advent and Christmas Carol services; a quality time to engage with the wider community who attend these occasional services.

Anne Oke

## 9. SOCIAL AND FUNDRAISING COMMITTEE

2019 has yet again been another action packed year for the Social and Fundraising committee.

Over the course of the year we have held two very successful Jumble Sales, a Quiz Night, the Artisan Spring Market, another highly profitable Christmas Market, hosted two Christmas Concerts by the Watford Workshop Orchestra and the Chiltern Hills Brass and Buckinghamshire Branch of the Royal British Legion and had stalls at the Croxley Revels and the Parish Council Christmas Market.

Appreciative comments about the Christmas Market from external stallholders included the following:

“Just wanted to say a big thank you for inviting us. My husband was very impressed and we would very much love to return next year. Look forward to hearing from you next year. Wishing you a Merry Christmas & A Wonderful New Year.

Lisa & Mark”



**Pop-Up Cafe**

“Thank you for your help on Saturday it was a lovely local Christmas Fayre. Many thanks for letting us exhibit. Grandpa had a lovely day! Kind regards Karen.”

In addition to these fundraising events there have been a number of social events including the annual parish BBQ, Harvest Lunch (supporting the Bishop's Harvest Appeal), Dave Jones leaving celebration and we provided refreshments for the Advent Service, Carol Service and Christingle Pop-up-Café and organised the Christmas Post Box in support of Crisis.

May I take this opportunity to say a huge thank you to the members of the committee for all their hard work and commitment over 2019 and to everyone who has supported, helped or attended any of the above.

Ann Palmer (Chair, Social and Fundraising Committee)

## 10. SOCIAL MEDIA

The Communications Team which consists of Lyndon Palmer (chair), Miriam, Janet Martin and Sam Jones 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 2019 it was decided to concentrate on how we use Facebook as a means of communication. There was a need to increase the number of followers of our Facebook page and the frequency that we post on Facebook. We looked at what ought to be posted and when. A member of the team was appointed as the dedicated contact for Facebook. Through 2019 we saw a 75% increase in the number of followers and increased the reach of our posts with a number of them having been seen by over 1500 people. This has been a big success which I hope you have participated in by following our page.

Our Website will be our next priority.

You can follow what is happening at All Saints' via our Website, Facebook page and Twitter site using the links below:-

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

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

**Twitter** - @CroxleyAllSaint

Lyndon Palmer

## 11. GARDEN TEAM

This year has seen hard work in the gardens and outside spaces around the church and hall as always. Regular weeding, tidying, pruning and watering through the dry summer months has meant that the gardens always look attractive. We have tried to use plants which are a bit more drought tolerant in the summer and also will attract bees and butterflies. This is something we will continue as we develop the gardens. We have not made much progress with the wildlife area to the west of the hall for various reasons, but it will hopefully resume in the near future.

Thank you to those people who have continued to look after 'their patch' this year: Alec Burge



**Harvest**

who has kept the grass beautifully manicured; Martin Harris and Roger McKeague who worked for many hours in the woodland area to continue clearing and tidying; Margaret Paddick maintained the bed outside the choir vestry; Andrew Nobbs looked after the larger flower bed in the back garden which looked very colourful during the summer months; Chris Fagan who regularly collected litter and emptied the bins, and John Galloway and Roger McKeague who edged the Garden of Remembrance along the wall of the Church. Thank you also to Dorothy Sims who has given us a number of bulbs and plants to add to what we already

have; these donations are gratefully received. This team of volunteers help to keep the grounds looking so attractive through the year; it is really appreciated by all of us.

If you would like to join the gardening team, or would be happy to help occasionally, please let me know. Alternatively, if you would like to make a donation, either for us to purchase plants or you would like to buy plants for us, again please chat to me.

Janet Martin

## **12. SERVERS**

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

Unfortunately the number of servers has declined over the last few years and there are now only four of us which means special festival services can be challenging. We are always looking for new people to join the team so if you are interested please speak to me.

Lyndon Palmer

## **13. CHURCH CHOIR**

This is my last report as Organist and Director of Music, as after six years at All Saints', I am moving on from February 2020 to focus on my full-time career. As many parishioners know, I was appointed "Head of Policy – Environment and Regulation" at the Road Haulage Association in September 2019. This is a job which is a huge step in the right direction for my career, though it's a demanding role which involves me working with politicians and policymakers in the UK and abroad with much travel required. With very mixed feelings therefore, I am stepping down as Director of Music to ensure I get the work/life balance right.

It is mixed feelings, because I have thoroughly enjoyed my time at All Saints'. I am delighted that I have been able to apply all my music skills – both technical and managerial – to the role to ensure that the strong music tradition at All Saints' is maintained. I have also particularly enjoyed working with the children in the choir. Although I am not a professional teacher, it is immensely gratifying to see them grow and develop, and to share that moment of joy when a concept or skill clicks into place. I am also grateful for the support the church community has given me since I joined in October 2013. A particular highlight was hosting my wedding reception in the church hall in September 2015 – a very special occasion for me in so many different ways.

Musically, throughout 2019, the choir continued its journey to develop their singing skills to enhance the worship of the church, and to respond flexibly to the evolution of the church's growth. During the summer months, the church services took place in the hall whilst the church underwent a substantial renovation. The choir responded positively to the change, and we now have a new church interior that allows new and different ways to enhance worship. Together

with the bequest to buy a top-of-the-range clavichord, substantial future-proofing of music at All Saints' has been made and I wish my successor every success to capitalise on this.

Given the substantial funds required, restoring the organ necessarily remained on-hold during 2019. In its current state, the organ should with luck continue to support the worship of the church. However, as I have flagged before, there is a risk that the organ's electrical system may fail, rendering the otherwise fine condition of the pipes and leatherwork unplayable. I would therefore recommend that the PCC regularly review the condition of the organ until such time as the funds can be raised to restore it. Any church organ is a valuable cultural asset – All Saints' has a fine example, and it would be a tragedy to lose that asset.



**Forest Church**

Following a review of choir practice attendance, the needs of the choir and after receiving advice from the Royal School of Church Music (RSCM), I changed the pattern of choir practice during 2019. Starting from Easter, the choir no longer rehearsed on a Wednesday evening, but instead rehearsed either before or after the main Sunday Eucharist service. This new model has worked well to date, with attendance at choir practice being consistently good ever since with the consequential benefits this has brought. I would advise my successor to keep the model under review to ensure that it continues to work for the church. This is so the choir can respond flexibly to the everyday needs of its singers and that it can attract and retain singers in a way which better suits the needs of busy modern lifestyles.

The children continued to develop, and it was once again rewarding to see them grow in confidence. I was delighted to welcome Abbie and Josh Guest into the choir during the year. As a result of their hard work, I was also very pleased that Zoe Martin and Katherine Vandy subsequently achieved their "red" Voice for Life Awards, with Abbie and Josh receiving their "dark blue" awards.

Finally, I would like to thank the adults for the commitment, hard work and loyal service they give to the choir. I would particularly like to thank Chris Fagan for his invaluable support in administering the choir register, and to Chris, Anne Oke and Fran Bennett for helping me run the Junior Choir since I joined in 2013.

As I move on to focus on my full-time career, I would like to think that I leave behind a strong musical-unit in the choir at All Saints' for my successor to build on and take forward. I therefore wish my successor, the choir and All Saints' community every good fortune into the future.

Chris Ashley, Organist and Choir Director

## **14. SAFEGUARDING**

In 2019, every Parish was been provided with a copy of 'The Parish Safeguarding Handbook'. The introduction quotes from 'Promoting a Safer Church', The Church of England's Safeguarding Policy Statement:

*'Being faithful to our call to share the gospel ..... compels us to take with the utmost seriousness the challenge of preventing abuse from happening and responding well where it has.'*

In his Introductory Message, the Most Revd and Rt Honourable Justin Welby, Archbishop of Canterbury, explains how we should do this, and how we can all play our part:

*'Safeguarding' means the action the Church takes to promote a safer culture in all our churches. In order to achieve this we need to do a lot of hard work. We will promote the welfare of children, young people and adults. We will work to prevent abuse from occurring. We will seek to protect those who are at risk of being abused and respond well to those who have been abused. We will take care to identify where a person may present a risk to others, and offer support to them whilst taking steps to mitigate such risks.*

At All Saints' Church we have continued to seek to provide a safe place for all who enter the church to worship, and for all who provide and all who engage in activities that are run by the church.

### **Safeguarding Policies**

We rigorously reviewed, and where necessary, revised and updated the policies due for review in 2019:

- **'Policy for Safeguarding Children, Young People and Vulnerable Adults'**. This policy is displayed in the church porch and the hall entrance.
- **'Safe use of Images Policy'**. This policy was revised to include a definition of a Vulnerable Adult and to clarify how we take images, use them, store them and delete them after two years unless archived. Two Image consent forms are attached in the Appendices, which summarise the policy we will adhere to and ask for written permission of the parent or carer to use images of a young child under the age of 18 or of a vulnerable adult.

### **Safeguarding Training and DBS (Disclosure and Barring Service)**

Currently those requiring safeguarding training are up-to-date. Only one PCC member is yet to go through the DBS process.

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

A blue poster is displayed in the church porch and the hall entrance, as required by the Church of England, giving the contact details for the Safeguarding team. They are as follows:

Safeguarding Officer: Anne Oke – 01923 220782

Assistant Safeguarding Officer: Wendy Shafe – 01923 441638

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

Anne Oke

## 15. FLOWER GROUP

The highlight of this year has to be the weekend when we celebrated our newly reordered and decorated church which coincided with the weekend of the wedding of Victoria and Craig and our celebration of Harvest. Yes it was busy but so full of such lovely events. The opportunities to arrange some beautiful flowers and to see our newly decorated church and to feel the anticipation of all the new opportunities that the reordering will give us, was very exciting.



**Confirmation at  
St Albans Abbey**

As we look forward to planning this year's displays we ask you for your help to make sure there is always a team to create these. We are always looking for new ideas so come along to help decorate our church, no experience is necessary and all materials are supplied along with a cup of tea or coffee, biscuits and a friendly chat. It's a relaxing way to spend a couple of hours and the end display will make you feel proud and our church look beautiful.

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 especially making festival times even more special.

Fran Bennett and Wendy Shafe

## 16. MAGAZINE REPORT

The Magazine Team has grown this year as Shirley Ford joined Fran Bennett, Shelagh Booth, Janet Martin and Wendy Shafe. Regular meetings have been held to plan, produce, print and organise distribution of the monthly editions. Our thanks go to Dorothy Sims, who has continued to produce the Prayer Diary for us each through the year. Thank you also to Tony Booth and Pat Foster who proof-read each edition before it goes to print – this really is much appreciated.

Through the Magazine, we aim to keep everyone informed about what is going to happen, report on what has happened, include interesting articles about the Church, Croxley Green and the wider world and also add photos to bring it all to life. This year's themed articles focused on Croxley Green memories and these were well received and enjoyed by many readers. It was good to have a wider group of people contributing to the Magazine and we would like this to continue next year. We also have our regular features: a letter from Miriam, Children's Page, Readings for the Month, diaries and advertising by local businesses.

Approximately 130 Magazines are printed by Fran each month. She organises the distribution by posting them out and bundling them for our band of helpers to deliver around Croxley. She also organises the collection of payments. Thank you to Fran for carrying out this part of the Magazine process and thank you to those who deliver.

Well Done and Thank You to the whole team for another successful year.

Wendy Shafe



## 17. DEANERY SYNOD

In our January meeting we reviewed our Deanery Map goals which showed that we had achieved our targets in all four areas of ecumenical links, dementia and free expression services, joint spiritual and social development and training, which includes safeguarding, across the Deanery. The next step is to consolidate our plans from the targets with a focus on developing the advertising of our own and joint church events and encouraging people to come along to them.

As always the Deanery Quiz was a great hit, producing lots of head scratching, frustration at knowing the answers but not being able to bring them to mind quickly enough and satisfied smiles when you get the right answer and when the delicious fish supper arrived to give our brains a well-earned break.

The Ascension Day Service was held at St Peter's Mill End where we had a very enlightening talk about the work of USPG. The choir from the collective churches was very much appreciated as was the hospitality of St Peter's.



**Preparing for 1<sup>st</sup> Communion**

In June we had a visiting speaker to our meeting, Dr Dave Gregory from Croxley Green Baptist Church. He has spent much time visiting churches across the country exploring how science is a window in which we can explore faith. From this he has written a book 'messy church does science' which is about using science to engage young families. Needless to say this led to quite a discussion among us about people's attitude to how science and religion complement one another.

We began 2020 with a very inspirational talk by Rev Canon Tim Bull about 'Working Together'. With this theme in mind he gave us many ideas to think about, how we treat one another, how we build trust, our expectations of each other and our church. He left us with the task of thinking very carefully about our personal vocation as a work in progress for the coming months.

Fran Bennett

## 18. CHURCHES TOGETHER IN CROXLEY GREEN

Having served my term as Committee Chair the Rev. Robert Riley-Braley (St Oswald's) was duly elected to serve for 2019/20 at the AGM.

All Saints' have continued to actively participate in all of the Ecumenical events for 2019 (see:- <https://www.lovecroxley.org.uk>). We also attended the AGM and the Committee meetings throughout the year. The Clergy have also met regularly in order to liaise and plan our joint activities.

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

Good progress has continued in order to establish a Parish Nurse for Croxley Green with the appointment of Cathy Scarborough on 1<sup>st</sup> April. A Charitable Incorporated Organisation has been created to oversee this project. (See: - <https://www.croxleyparishnurse.org>)

Nik Bennett

## **19. FAMILY AND YOUTH SERVICES**

### **Family Services**

Our Family Service is on the third Sunday of every month at 11.30am. There is no Family Service in August or December and in March and September we had joint services at 10.45am with the congregation from the 9.45 service when we celebrated Mothering Sunday (March) and Harvest (September). During 2019 average attendance dropped from 44 to 38 people. This is due in part to a number of our regular children having joined clubs that meet on a Sunday morning (gymnastics, football and swimming) and the marked reduction on the number of baptisms during 2019. We have revamped the format of the services slightly and now meet on the north side of the church which following the removal of the pews makes a much better space. It has been well received by the families who attend.



**Youth Group**

### **Youth Group**

We meet every other week during term time on a Sunday evening and continue to enjoy a range of activities and discussion/debate. The Youth Group team comprises of Rev Miriam, Jane Bates, Anne Oke, Nik Bennett and Sam Beard and there are at least two adults present at youth group. The total of young people attending Youth Group has increased over the last year from 6 to 8, a mix of those who attend church regularly and those who do not. We explored with the group opportunities for time away together but due to poor take up this was not pursued. It was a delight to have the Youth Group taking an active part in the drama for the Crib Service on Christmas Eve, it was very well received by all who attended.

### **Pop Up Cafés**

We have continued with our Pop Up Cafés on Thursday mornings during school holidays and they continue to be very popular, filling a real gap for young families/carers and their children who miss the regular events that are in place during term time such as play groups, music classes, swimming etc. There are always great opportunities for helpers to chat with those coming, providing encouragement and support in issues of parenting and information about other activities for children that we run as a church. At Christmas we had a Pop Up

Christingle Café which was extremely well supported and finished with a time of worship on church which was attended by everyone. As always I am extremely grateful to those who give up their time to help organise and run these events especially Nik Bennett, Jane Bates and Anne Oke and all who help in the kitchen and bake marvellous cakes (which are always very

popular!)

### **Forest Church**

The second Sunday in September saw the start of a new style of worship called Forest Church. Developed primarily for children aged 5 and above, it has been enjoyed by children and adults of all ages. Meeting at 2pm on the second Sunday of the month in the church garden we then move off into the woods along All Saints' Lane for a variety of activities such as lashing sticks into shapes such as stars, whittling, leaf printing, woodwork, bug hunting, creating spider webs, tree climbing and a whole range of other activities. The session finishes in the church garden for refreshments and in the winter months toasting marshmallows around the fire pit.



**Forest Church**

We were very fortunate to be given a grant by Reaching New People (Diocese of St Albans) of £750 which has enabled us to buy a good range of equipment as well as put some money towards the erection of gates at key points in the garden to make the garden safer for children. We are hugely grateful to Mim Doherty, a very experienced Forest School teacher, who plans, sets out and provides oversight to all of the activities along with Miriam. There is also a great team of volunteers who assist with a whole range of things before, during and after Forest Church to whom we are very grateful. Numbers attending so far are in the region of 22 adults and 25 children many of whom have had no previous contact with the church.

Miriam

## **20. DINNER BELL**

Dinner Bell has continued to go from strength to strength this year. We have continued to regularly have over 40 people eating with us on a Friday lunchtime, and we have been up to about 60 on several occasions. We have welcomed many new people through the year, some people coming through recommendations, others being invited by friends and still more who just come along for some company - everyone is welcome. We have a few people who bring their parents along, others who bring their young children, some who come after a morning dancing class, others who want to catch up with friends, so we always have a real mix of ages which adds to the friendly atmosphere.

Food continues to be homemade, mostly on site on Friday morning. Anything left is either shared out between the helpers, taken to people who may be ill, or frozen for purchase at a later date. The frozen take-away meals have really taken off this year which is lovely; people appreciating the home-cooked nature of the meals all through the week and during holidays when we have a longer break. These have also been gratefully received by people who find themselves housebound through illness or returning from hospital.

We have continued to do at least one charity lunch each term. We are able to respond to urgent fundraising requests following natural disasters as well as supporting Christian Aid during Christian Aid week. We have raised a total of £732 for The Cyclone Appeal, Christian Aid, Alzheimer's and Crisis during 2019.



### **Pop-Up Christingle**

During the autumn term we were approached by Mr Whitmore, a teacher at Rickmansworth School, who runs their Horticultural Club. They had grown a selection of vegetables which they wanted to use to make soup as part of a national 'Big Soup Project' and serve at Dinner Bell. We had a group of very enthusiastic students on Thursday afternoon peeling, chopping, slicing and cooking in the church kitchen and they made a delicious soup which was served the following day. As a result of this initiative, we now have a group of sixth form students who come over and support us in serving lunches and clearing away most weeks which is an amazing help to us. It is also appreciated by the customers who enjoy engaging with the young people and I know the students really love coming and getting stuck in, and getting lunch! This is a great way for them to do some voluntary work in the community and builds links between the school and church.

Money raised from Dinner Bell goes back into the church in several ways. We buy new and replacement items for the kitchen as necessary: a new microwave, a blender, saucepans, frying pans and dishes for serving the food in. We buy tea and coffee for after church on a Sunday so that all the money goes to the Charity of the Month, as well as foil, cling film, napkins, washing up liquid and blue hand towel rolls for the kitchen. On top of this, Dinner Bell buys the ingredients for the large cakes made for the Revels stall and the cake stall at the Christmas Market. This means that all the money taken on the stall is profit. £70 of ingredients becomes perhaps £200 or more profit for the Church on each occasion. Money is also being put aside in a designated hall fund which will pay for much needed repairs to the hall in time.

A huge thank you to everyone who gives up their time to make Dinner Bell the success that it is: to Chris Oke, Chris Fagan and Martin Harris who tirelessly set up tables and chairs, clear tables and wash up week in, week out; Janet Gibbard who keeps the washing up of cooking pots under control (and some weeks there are lots and lots of these), prepares vegetables and generally does what needs doing; to Martin and Ann Harris who often peel and cut up 7kg or more of potatoes on a Friday morning for mashed potato; Vicky Vandy who regularly helps serving and clearing away, Lyndon Palmer for stepping in and helping us when we are in need of an extra pair of hands and the whole team for clearing everything away and tidying the kitchen afterwards. Thank you to the Rickmansworth sixth formers for their help too. Wendy Shafe does an amazing job cooking and tends to spend hours shopping with me then chopping vegetables on a Thursday and then in the kitchen on a Friday preparing and cooking a lot of the food, keeping a constant supply of freshly cooked vegetables, gravy topped up, casseroles or pies ready, custard made, and many other jobs besides. I tend to make the desserts and cakes and some of the main meals depending on time, along with other preparation.

It is a mammoth task every week, not knowing how many people we will be feeding. It is hard work but we have a lot of fun too. It is a great example of team work and community outreach at All Saints' and we are really proud of the difference it makes to so many people. Thank you to everyone who comes along and makes it such a happy place to be.

Janet Martin



## **21. MONDAY TODDLERS**

The Monday Toddlers group continues to be popular, with parents and carers welcoming to newcomers, friendly and inclusive. Generally, there are around 25 to 35 children and 40 adults each week, there is now a waiting list again!

Our Christmas party was very well attended with Lisa from Toddler Dance entertaining and a wonderful visit from Father Christmas. The children received presents of playdough and book "The Shepherds story" which told the Christmas story in a simple way. They also had a goodie bag containing fliers of the different activities taking place at church over Christmas.

Everyone who comes to Toddlers appreciates the care and love from All Saints'. A friendly chat and someone bringing coffee when your children will not let you out of sight, a chance for a toddler to have messy play which just seems too much to try at home or even just a break from being in the house with no adult company can be very important.

Toddlers' birthdays are recorded in a diary and are celebrated with song, card and bubbles! We have a Worries Box left in the kitchen and parents can jot down a short note asking for prayer. This is used quite regularly and the Thursday communion group in addition pray for these requests.

Some parents have expressed an interest in the different activities taking part at church. They often find that things happen at the last minute which prevent them attending but relationships we have built with the group will hopefully make them feel welcome and relaxed when they are able to.

A big thank you to everyone at All Saints who helps set up, support activities, make drinks and clear away. You are all so important and invaluable to the caring, loving atmosphere on a Monday morning.

Jane Bates

## **23. AFTERNOON TEAS**

We have had three tea afternoons this year where we have welcomed many people from around Croxley and even a couple of people from further afield. It's been great having each other's company, getting to know one another and enjoying a delicious tea.



**Afternoon Tea**

A big thank you to the team of people who come along to set up beforehand and clear up at the end and also to those who provide the lovely food. We have shared a lot of laughter and chatter, reminiscing, catching up with acquaintances while giving our brains a workout on the various quizzes. Finding the sweets from the cryptic clues showed how much of a sweet tooth some of us have and we learnt a lot from the quiz all about 'tea'. We very much enjoyed singing carols at our December tea. With thanks to Alison Lee who brought along her keyboard once again to play for us.

Fran Bennett

## 23. ALL SAINTS' MOTHERS' UNION

In January 2019, the Mothers' Union branch at All Saints' came to an end after over 127 years of history at a special Moving On Service led by our MU leader, Miriam. The service was a time to remember all that had taken place in the name of the Mothers' Union at All Saints' and also



**Mothers' Union Moving On Service**

the time to make a commitment to continue into the future as Diocesan members.

Past MU members were invited for the occasion, as well as past members of the Young Wives group - and it was great to have the support of members of the congregation too.

After the service, everyone enjoyed the opportunity to catch up with each other over a lovely Afternoon Tea, and a chance to look at some fascinating archive material, including three very old membership cards, including one that had belonged to Grace Brown, who some of us remember with affection.

Whilst no longer having monthly branch meetings, members have continued to participate in the midweek Communion service on the first Thursday of the month.

Now named 'Diocesan Members' of the Mothers' Union, we held our Jacket Potato Lunch in April, raising £250 for the Hertsmere and St Albans Women's Refuge and, in July, St Oswald's and Mill End churches joined with us for our Summer Afternoon Cream tea. This event raised £269.80 for the Summer of Hope Appeal. Thank you to everyone for your ongoing support which enables Mothers' Union to provide Christian care, teaching and training to better the lives of families world-wide.

Anne Oke

## 24. 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.*

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



reduced the capital of the Trust and its income, which consisted of interest on a bank account. In November 2016 the Trustees were requested by the Parochial Church Council to finance the initial and operating costs of a new computer software system called ChurchApp (now ChurchSuite) to hold relevant data and enable members of the congregation and others with links to All Saints' to be contacted with information about church services and other activities. In addition to other benefits, this has facilitated the computerisation of Church Hall bookings and fee collection, which has increased church income. The arrangement was changed to part-funding of the costs, with the balance paid for from the parish accounts, but the Trust's contributions ceased in June 2018.

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 was maintained throughout 2019 and will continue in 2020. As the Trust's financial year runs from April to April, the year-end accounts for 2019/20 will be prepared in April 2020.

The Vicar and Churchwardens of the Parish of All Saints, Croxley Green, Rickmansworth, Herts. are the ex officio Trustees and have the right to nominate and appoint all new Trustees of the Trust. They appoint the Clerk to the Trustees, who is also a Trustee. The Churchwardens during 2019 were Mr Martin Harris and Mr Lyndon Palmer. The current Clerk to the Trustees is Mr 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 2019**

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.

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 for 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 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 Parish Nurse for Croxley Green.

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. Income received during 2019 totalled £1,626.24 and expenditure was £1,680.00.

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

Chris Fagan  
Clerk to the Trustees

## **25. VICAR'S REPORT**

What an incredible year 2019 has been for us at All Saints'. From the amazing work done on the church to new innovations such as Forest Church, All Saints' is truly a church that is active, courageous and looking forward to growing God's Kingdom here on Croxley Green. Thank you to each and every one of you for the part that you play and have played in all that we have achieved, whether your involvement has been on the bigger projects or on a smaller, quieter scale it is hugely valuable and gratefully appreciated. The church would not be what it is today if it wasn't for all that you do as we build on the strong foundations set by those who have worshipped in and nurtured our church in years gone by. So THANK YOU!

The reports throughout this document give good accounts of all that has been happening and all that has been achieved this year, thank you to those who have taken time to write them, and thank you to Nik who has taken the key points and developed an informative summary document.

It was through the generous bequests of people who were cherished members of our church family in years gone by that has enabled us to replace the roof tiles on the south side of the church, install a new visual and sound system, remove the pews



**View from the Church Roof**

on the north side of the church, sand the floors where they were taken out, install a new heating system and a balustrade between the north and south naves and completely redecorate of the church. What a difference this work has made to our church, the photograph on the front of this report speaks for itself. We now have a church that is bright, welcoming and spacious where all areas of the church are put to use for the different worship services that we have. So thank you to David Williams, Win Terrell, Jean Walford, Jim Ward and Shirley Brown and also to current members of our congregation who have made donations to support this work.

If you would like to consider leaving a bequest in your will for All Saints' please chat to me or Andrew Nobbs. The impact such bequests make is clear for us to see and it is a way of ensuring that the church continues to be structurally sound and appropriately equipped for future generations. Thank you to John Galloway, Martin Harris and the Buildings Committee who oversaw the work in the church.

We have a good number of events at All Saints' for people of all ages that reach out beyond church members to those in the local community who have little or no other contact with the church. As well as meeting a need in our local community they also provide opportunities for us chat informally to people about our work at All Saints' and what it means to be a Christian. I am so grateful to everyone who is involved in any way with these events.

It is good to see that our work with young families continues to thrive through the Toddler Group led by Jane Bates and Pop Up cafés led by Fran Bennett Jane Bates, Anne Oke, myself and a team of willing volunteers and wonderful cake makers.

Our afternoon teas, ably organised and led by Fran Bennett supported by a great team, has seen a steady increase in the numbers of people attending, it is valued as an opportunity for people to get together for a catch up and a chance to have some fun solving the various quiz clues.

Dinner Bell organised by Wendy Shafe and Janet Martin continues to be a great opportunity for people to meet and chat over a hot meal and is especially valued by those who are living on their own, those on a limited income and those who like nothing more than to catch up with friends over lunch. Janet has made great links with Rickmansworth School and we now have senior students who come over every week to assist in serving the meals and in the kitchen which is really fantastic.

SoFun, led so well by Ann Palmer with a willing team of helpers also organise a variety of fundraising activities, from concerts to Jumble sales, Quizzes to Christmas Markets. Again, these activities provide valuable opportunities to reach out to the local community and raise essential funds which enables our church to keep functioning.

Another important way of reaching out is our Parish Magazine. It is always full of interesting articles of events that have taken place or are yet to come, the prayer diary written by Dorothy Sims each month ensures that we are continually praying for one another along with needs in our local community and the world. Thank you to Wendy Shafe who does a fantastic job as editor and ensures the magazine is always an exciting and informative read with great pictures to supplement the text and to the great team that supports her by proof reading, printing and delivering the magazines each month.

Lyndon Palmer has taken over as lead on the communications committee and with the support of Sam Jones, Janet Martin and myself plans are in place to review/renew the current church

website and improve how we communicate events especially to the local community. Sam Jones does a fantastic job of managing our Facebook page and has more than doubled the numbers of people who now access it.



**Preparing for Baptism**

Another key element to our fundraising is the significant income that we are able to gain from our hall lettings. Thank you to Jude Man who does a fantastic job of promoting our hall as a suitable venue for all sorts of activities and overseeing the hire arrangements and payments alongside the great work she does as our Parish Administrator.

The gardens around the church are well cared for by a loyal team of people led by Janet Martin; thank you to Andrew Nobbs, Margaret Paddick, Martin Harris, Roger McKeague and Alick Burge for keeping up with this work and making the outside of the church look so attractive and colourful.

During 2019 we appointed Janet Martin as our church and hall cleaner and we are grateful for her hard work in maintaining the cleanliness and tidiness of both the church and the hall. Thank you also to Roger and Margaret Kircher who are often to be found in church during the week dusting. Thank you also to Alick Burge for maintaining and winding up each week the clock in the church tower and ensuring that it keeps such perfect time.

Thank you also to our teams of servers, projector operators, sides people and the choir and Chris Ashley; your support and input is so important to our worship each week and I am very grateful to you all for your input.

I am grateful to everyone who has written and submitted a report (or reports) for this document. They all make for such positive and encouraging reading and highlight the volume of the work and energy that has gone into the running of All Saints' over the year. Thank you to all of you who are responsible for chairing the various committees and I would like to add my sincere thanks to theirs, to those who have been mentioned in their reports.

Thank you to Andrew Nobbs for the brilliant work he does as our church treasurer. His eye to detail and informative finance reports to the PCC and Standing Committee meetings ensures that we all have a good understanding of the ongoing financial situation as the year progresses and are then able to make decisions about finances in a measured and informed way. This year he has taken on chairmanship of a Stewardship committee as we look to promote the importance of stewardship both in terms of time and money in the coming months.

Chris Fagan does an amazing job as PCC secretary ensuring that papers and reports are available in good time for meetings, gently chivvying up those of us who are often not as efficient at getting reports and papers in on time. He liaises with the Diocese on all sorts of issues from Electoral Rolls to the legal requirements for things such as APCM meetings, of which there are a number that have to be met before, during and after the meeting. He is an absolute star and I am very grateful to him for his hard work and attention to detail both as PCC secretary and clerk for the All Saints' Charities Committee.

Chris's report regarding the PCC meetings earlier in this document outlines the varied issues we have discussed and agreements we have made. I really appreciate all that our PCC members

do and am grateful of the openness and willingness of all to actively engage in discussion and decision making.

I am especially thankful to our Churchwardens, Lyndon Palmer and Martin Harris for everything that they do. Their love of, and commitment to, All Saints' is clear to see in everything that they do and nothing is ever too much trouble for them. They have been and continue to be a fantastic support to me in my ministry and for this I am deeply grateful. As many of you know Martin was diagnosed with cancer last year, yet despite this he has continued to fulfil as many of his churchwarden duties as possible, such is his dedication to All Saints'. He has decided to stand down as Churchwarden but I would like to say how much I have appreciated all that he has done. His common sense approach to anything that has needed to be done and willingness to roll up his sleeves and get on with it, his warm and encouraging welcome to everyone who comes into our church, his gentle oversight of the sides people, the countless other things that he has done quietly and without fuss and his support and encouragement to me personally has been and is so valued and appreciated. Thank you Martin, you are an absolute gem!

We were sad to say goodbye to our curate Reverend Dave Jones in July. Having completed his three year curacy with us he moved to Eden Park Beckenham to take up a post of Vicar at St John's Church. It was great that, after a rather eventful journey, a coach load of us were able to join him at his licensing service in September. During his time at All Saints' Dave helped us to move forward with the technology we use such as Facebook and ChurchSuite, but more importantly he engaged so positively with everyone and I think we will always remember his sermons which were nearly always accompanied by various props/visual aids. We are so grateful for all the gifts that he shared with us, his unique and joyful style of ministry and his willingness to get involved with everything we did.



**Christmas Crib Service**

I am hugely grateful for the ministry of Reverend Dr Anne Shaw at All Saints'. Not only does she lead services and preach she also leads a home group and contributes to the wider life and work of the church in so many ways. Personally for me, it is great to have such a supportive colleague.

In the last year it has been a joy to welcome Reverend Dr Ron Hibbert and his wife Gretel to our church family. They both have extensive experience of ministry in the Free Church both nationally and internationally. It has been great to have Ron preach for us on a number of occasions and look forward to many more sermons from him.

It was with great sadness that our dear friend and once Churchwarden Peter Shafe died in October. Peter's love and commitment to All Saints' was always clear to see. Many referred to him as a gentle giant and this is such a true image of who he was. He was deeply caring and compassionate, a good friend to many people both within the church family and the local community. His death has left a hole in our church family but I feel he is still with us in spirit. Whenever I go into church on a sunny day and I see the sun streaming in through the large east window above the high altar, lighting up the church (even more so now it has been decorated) I cannot help but smile and send a prayer of gratitude to Peter for organising the pruning of the fir trees which for so long had been a barrier blocking out the light.

We were also saddened to hear that Angela Lee, who had been a regular worshipper with us before going into residential care some years ago, had also died.

Many of you will remember Reverend Alfred Conway who used to be vicar of this church. He sadly died over a year ago, but in September his daughter Laura brought his ashes to be buried in our Garden of Rest along with those of her brother Rod. People remembered Reverend Alfred as a compassionate and caring priest and it is good that he has been laid to rest in a place that holds such happy and special memories for him and his family.

Our regular services and worship form the bedrock of what it means to be a church. Our worship of God, and witness to his love and presence and being part of a loving and supportive christian community are the reasons that we are members of this church. Over the last few years we have added a broader variety of worship experiences to enable people of all ages to feel that they are able to worship in a style that is right for them. During the year we revised our #First Sunday Worship service and it is a delight to have our young people taking part and leading parts of that service both liturgically and musically. In the light of dwindling attendance we made the decision to change the BCP 8am Holy Communion and 6pm Evensong to alternate weeks. This ensures that there is a service in the traditional language in church on each Sunday either in the morning or in the evening. Attendance at these services continues to be very low, however as both services offer opportunities for quieter more reflective worship we will continue with this model and keep it under review annually.

We introduced a monthly Forest Church event in September which has been very successful especially in drawing in young families. I am hugely grateful to Mim Doherty from St Oswald's church who organises and leads the many and varied craft activities.

The monthly Family Service has seen a slight decline in the number of people attending due in part to the reduced number of baptisms in 2019 and also what seems to be a growth in the number of activity classes such as dance, gymnastics, swimming etc. on Sunday mornings that target children under 7 years. However the newly refurbished church has greatly improved the space available for both the worship and craft activities.

Our 9.45am Sunday Morning service has also seen a small decline in numbers each week due in part to people moving away. We will need to explore how we can address this. The weekly Thursday morning service has an average congregation of 9 people.

Services at Easter and Christmas showed an increase in the numbers attending which is very positive.

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

The key statistics are detailed below. I have included the previous 4 years statistics to enable us to see patterns of growth or decline:



i) Number of Baptisms

2015	2016	2017	2018	2019
26	21	21	17	9

ii) Number of Weddings

2015	2016	2017	2018	2019
6	3	6	3	2

iii) Number of Funerals in Church

2015	2016	2017	2018	2019
7	10	10	10	7

iv) Total Number of Funerals we conducted at the Crematorium

2015	2016	2017	2018	2019
10	15	8	17	9

v) Average Sunday Church Attendance Adults & Children

2015	2016	2017	2018	2019
110	103	116	77	72

Like churches across the country the figures above show a decline in the number of people looking to have their child baptised, couples looking to get married in church, those seeking the church support for a funeral service and the numbers attending our church on a Sunday.

We need to look at how we can be more pro-active in encouraging people to engage with our church. Later in 2020 the Churches in Croyley Green are hosting a weekend called Culture of Invitation led by Michael Harvey who has spoken to thousands of church leaders in his Seminars and has to date seen 1 million Christians mobilised to invite, resulting in hundreds of thousands of accepted invitations. He has much to offer us and I hope that we will have a good attendance. Creating a Culture of Invitation will also be included in our revised Mission Action Plan.

Over the course of the year we have held three courses, Alpha, Youth Alpha and the Bible Course. All were very positively received and well attended. Following on from Youth Alpha, Abbie was baptised and Poppy and Samantha were confirmed.

It was a great honour (and surprise!) back in March to be invited by the Bishop to become an Honorary Canon at St Albans Cathedral. These honorary positions are generally in recognition of the achievements that clergy have made. It is my honest opinion that this honour goes far beyond me to everyone here. Without your wonderful, supportive, faithful, loving, pro-active and willing approach to mission and outreach and bravely embracing change in some areas of church life and worship, we would never have achieved the amazing things that we have at this church and I would not be here as Canon Reverend Miriam, so thank you all so much, you are all so amazing and I am so grateful to you all.



**New Canon at  
St Albans Abbey**

Overall as a church I think we are in good heart. The refurbishment has opened new opportunities for worship in our church. There are areas though that we need to focus on in the coming years, especially in relation to positive outreach which enables, encourages and supports people in exploring the faith and joining our church community. I believe that God has guided us to put all of the building blocks in place to enable us to grow both spiritually and numerically and we need to continue to journey in trust with him so that his purpose and vision for our church can come to fruition.

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

Reverend Canon Miriam Mugan

