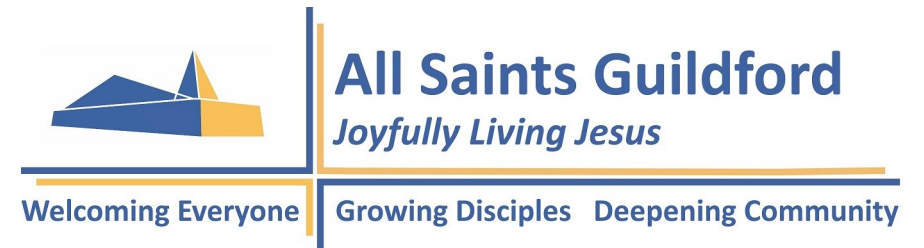


Approved by the PCC on 24th February and signed on their behalf by:

Revd Beverly Watson (Vicar)

Mr Christopher Lambert (PCC Treasurer)



Reports & Accounts 2019

**Annual Parochial Church Meeting
15th March 2020**

Registered Charity Number: 1149709

www.allsaintschurchgfd.org.uk

3 (c) Costs of Fundraising Activities

Magazine Costs of Printing	1,505	1,327
Costs of events	338	395
	1,843	1,722

3 (d) Costs of Buildings Upkeep and Improvement

Maintenance/Improvements		
- Church	8,630	7,302
- Hall	3,607	1,447
- Thorn Bank repairs maintenance and insurance	673	7,108
- Thorn Bank agency costs	1,119	1,119
	14,029	16,976

3 (e) Governance Costs

	193	45
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Total Resources Expended

	123,568	122,107
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Net Movement in Unrestricted Income Fund

	2,133	4,484
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3. RESOURCES EXPENDED

3 (a) Missionary and Charitable Giving

General Missions and Charitable Giving

	2019	2018
	£	£
	7,200	7,200

3 (b) Church Activities

Parish Share	74,740	70,776
Other Ministry Costs	1,989	3,144
Salaries/honoraria	11,282	9,626
Clergy Expenses	1,653	1,928
Church utilities	2,043	2,210
Hall utilities	1,283	1,347
Insurance - church	644	625
- hall	630	625
Cleaning	2,554	3,109
Printing and stationery	1,982	1,456
Other Costs	1,503	1,318
	100,303	96,164

All Saints' Church PCC 2019/20

Ex-officio Members

Vicar	Revd Beverly Watson*
Churchwardens	Henrietta Harding* Carolyn Nicholls*
Deputy Churchwardens	Richard Hemingway Lara Milne *
Deanery Synod Representatives	Rebecca Brown Simon Doran Angela Rose

Current Members—term ending

2020

Rebecca Brown
Simon Doran
Robin Holdsworth *
Lesley Graham (honorary member)
Angela Rose

2021

Eve Gunn *
Chris Lambert
Paddy Payne*
Martyn Whiteman *

2022

Marguerite Barclay
Rob Burch
Julie Lodge (Lay Chair) *
Joanna Smalley

Co-opted

Trish Tye *

* Members of Standing Committee

AGENDA

Annual Vestry Meeting - All Saints' Church Guildford
To be held on 15th March 2020

1. Opening prayers
2. Apologies for absence
3. Notice convening the meeting to be taken as read
4. Minutes of the Annual Vestry Meeting for 2019
5. Election of Churchwardens
6. Elections of Deputy Churchwardens

2 (c) Investments
Rent from Thorn Bank property
Interest from Investments

	15,540	15,540
	522	482
	16,062	16,022

2 (d) Church Activities
Hall lettings
Magazine Sales
Magazine Advertising

	23,721	22,967
	870	977
	1,396	1,637
	25,987	25,581

2 (e) Other incoming resources
Fees - weddings/funerals

	430	1,252
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Total Incoming Resources

	125,701	126,591
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2. UNRESTRICTED INCOME FUND - INCOMING RESOURCES

	2019	2018
	£	£
2 (a) Voluntary Income		
Planned Giving		
Gift Aided Donations	41,969	44,075
Income Tax Recovered	10,428	11,440
Legacy	1,458	-
Other	14,978	13,845
Collections (Including GASDS)	4,814	6,335
Donations - non-recurring	1,516	3,030
	75,163	78,725
2 (b) Activities for generating funds		
Summer Fete	1,594	-
Bonfire/fireworks	2,848	3,122
Other events	3,617	1,889
	8,059	5,011

AGENDA

Annual Parochial Church Meeting - All Saints' Church Guildford To be held on 15th March 2020

1. Notice convening the meeting to be taken as read
2. Minutes of the Annual Parochial Church Meeting for 2019
3. Revision of the Electoral Roll
4. Election of people to the PCC
5. Annual reports for the church
6. Financial statement for the year ending 31 December 2019
7. Appointment of auditor
8. Review of safeguarding
9. Appointment of Parish Safeguarding Representative
10. Year's report by the Vicar
11. 'Transforming Church, Transforming Lives' Plan
12. Questions and points of interest
13. Closing prayers

**Draft Minutes of All Saints' Annual Vestry Meeting
held on 24th March 2019**

1. Opening prayers

The meeting was chaired by the vicar, Revd Beverly Watson, who, after welcoming those attending, said prayers.

2. Apologies for absence

Apologies were received from Rebecca Brown, Graham Brown, Joy Hunter, Alison Moulden, Sheila Kirkland, Meg Makower and Jeanette Whiteman.

There were 43 parishioners recorded as attending the meeting.

3. Notice convening the meeting

The notice convening the meeting was taken as read as it had been displayed for the requisite time prior to the meeting.

4. Minutes of the Vestry Meeting for 2018

The minutes were accepted unanimously as a true record and signed by the vicar.

5. Election of Churchwardens

Carolyn Nicholls and Henrietta Harding, having been nominated and seconded, were elected unanimously to serve as Churchwardens for the next 12 months.

Robin Holdsworth told the meeting that at a previous APCM, it had been agreed that a Churchwarden's maximum period of office should be five years instead of the usual six. He suggested that we should consider reverting to the standard six year period.

Proposal: That Churchwardens at All Saints' Church, Guildford may serve a continuous service period of six years.

Proposed by: Robin Holdsworth; *Seconded by:* Martyn Whiteman; Unanimously agreed by the meeting

6. Election of Deputy Churchwarden

Richard Hemingway has been serving as Deputy Churchwarden and is happy to continue to do so. Lara Milne is offering to stand as a second Deputy Churchwarden and has been nominated and seconded. Richard and Lara were elected unanimously to serve as Deputy Churchwardens for the next 12 months.

**Trish Tye
PCC Secretary 2018/19**

for accordingly. All other expenditure is generally recognised when it is incurred.

Missionary and Charitable Giving:

	£
Wycliffe Bible Translators	1,200
Grassroots Trust	1,000
Friends International	1,000
Guildford Town Centre Chaplaincy	1,000
Bishop of Guildford's Foundation	1,000
Foundation for Relief and Rehabilitation in the Middle East	1,000
Bible Society	1,000
Total	<u>£7,200</u>

1(k) Creditors falling due in one year and Accruals:	£
Thorn Bank rent received in advance	794
Hire of Hall – advance receipts	328
Secretarial costs outstanding	624
Visiting Organists	400
Magazine & other printing costs	1,630
Choral Scholars deferred income	330
Utilities accruals	261
Other	975
Total	<u>5,342</u>

1(l) General Charitable Missions: The planned giving from the congregation (excluding the legacy and the non-recurring donations but including the collections - please see note 2(a)), comes to just over £72,000. So the charitable donations made by the church for 2019 will be in total 10% of that figure, £7,200 (by coincidence exactly the same figure as was given in 2018) and see note 3(a). £1,200 has already been disbursed to the Wycliffe Bible Foundation so that leaves a further £6,000 to be disbursed, hence the accrual of this amount.

Other Accounting Policies

Planned giving, collections, donations and legacies are credited when received. Income tax refunds in respect of Gift Aid claims on the planned giving are credited quarterly when the claim has been calculated. For special projects where Gift Aid has been claimed on donations, the income tax recoverable is not accounted for until the project is complete. The income tax recoverable under the Gift Aid Small Donations Scheme (GASDS) is claimed and accounted for twice annually – at the end of the tax year and at the end of the financial year. The income tax accrual of £3,157 – see note 1 (h) - therefore includes the second of these GASDS elements along with the main quarterly gift aid claim for the December quarter. Property rents and amounts due in respect of the hire of the Hall are credited to the period to which they relate. All other income is credited when received.

Resources expended: Missionary and charitable giving is accounted for when the amounts to be donated have been agreed by the PCC. The diocesan Parish Share is paid by twelve monthly instalments and accounted

Draft Minutes of All Saints’ Annual Parochial Church Meeting held on 24th March 2019

The meeting was chaired by the vicar, Revd Beverly Watson, and took place immediately after the Vestry Meeting.

Apologies: Apologies were received from Rebecca Brown, Graham Brown, Joy Hunter, Alison Moulden, Sheila Kirkland, Meg Makower and Jeanette Whiteman.

1. Notice convening the meeting

The notice convening the meeting was taken as read as it had been displayed for the requisite time prior to the meeting.

2. Minutes of the Annual Parochial Church Meeting for 2018

These were unanimously accepted as a true record. They were then signed by the Vicar.

3. Revision of the Electoral Roll

Richard Pointer reported that, in accordance with Church of England rules, we have this year prepared a new Roll. This happens every six years. At end of period of collation of the new Roll, we have 119 on the Roll. This list has been displayed in the church foyer. A further four applications have been received after the collation period, which will be added after this APCM. The Roll number is a reduction from 154 - a net loss of 35. We have added 21 new names, lost 56 (many moved away, or ceased coming some time ago). Out of interest, one third of the Roll are male and over half are of pensionable age.

Richard Pointer asked whether the decrease in numbers will affect our ‘Parish Share’ paid to the Diocese. The vicar replied that it does have some effect, but not a major one.

4. Election of members of the Parochial Church Council

Simon Moulden, Sheila Kirkland, Lara Milne, Alex Tear and Trish Tye have retired by rotation. We have also recently lost dear Bernard Parke.

Nominations to join the PCC have been received from Marguerite Barclay, Rob Burch, Julie Lodge and Jo Smalley.

Beverly proposed that we elect the nominees as one to serve for the next three years, which was unanimously agreed by the meeting.

Proposal: That Trish Tye should be co-opted to the PCC in her role as

Parish Administrator and Communications Officer.

Proposed by: Beverly Watson; *Seconded by:* Paddy Payne; Unanimously agreed by the meeting.

It was asked if Lesley Graham would act as an honorary member of the PCC.

Action: Beverly Watson to ask Lesley if she wishes to remain an honorary member.

5. Election of Sidespersons

Carolyn Nicholls read out a list of Sidespersons, who were elected unanimously:

Marguerite Barclay, Gavin Everson, Auriel Field, Henrietta Harding, David Jesson-Atkins, Julie Lodge, Simon Moulden, Carolyn Nicholls, Jean Reed, Tony Reed, Angela Rose, Martyn Whiteman, Mike Woodcock,

NB. Gavin Everson, subject to joining the Electoral Roll.

6. Annual Reports for the church

The Annual Reports had been previously available online and in printed form in the 'Reports and Accounts' document.

Comments on the reports:

Use of apostrophes:

Robin Holdsworth asked whether we use an apostrophe with All Saints or not.

Beverly Watson replied that we do if it is followed by 'Church', otherwise not.

Sue Hemingway pointed out that Queen Eleanor's School should always have an apostrophe.

Social Media:

Mike Woodcock raised a concern that not everyone has the means to access social media sites and he is worried that we will use this more and more for publicity, so excluding some parishioners.

Trish Tye explained that social media is just an additional outlet for communication that is particularly used by younger members. However, Trish commented that we will be mindful, where practical, to make all communication materials available in printed form as well.

Beverly Watson offered her thanks to Trish Tye for the compilation of

has not moved during the course of 2019. It has been retained because it is anticipated that there will be some further work necessary on the various windows in the Church and the cost will be charged against this Fund to the extent possible (i.e. to the extent of the balance on the Account).

Assets and Liabilities

1(f) Tangible Fixed Assets: Consecrated and benefice property is the property of the Diocese not the PCC and is excluded from the accounts by S10 (2) (a) of the Charities Act 2011.

Moveable church furnishings held by the Vicar and Churchwardens on special trust for the PCC and which require a faculty for disposal are inalienable property, listed in the Church's inventory, which can be inspected at any reasonable time. Such assets are not valued in the financial statements.

The freehold property in Thorn Bank stands in the Balance Sheet at a nominal valuation of £12,000. This valuation arose when the property was transferred from Onslow Village Limited in 1983 to the Church (as tenant of the bungalow). As in previous years it has not been thought worthwhile to revalue the property.

1(g) Investments: The CBF Investment Shares are included in balance sheet at cost price. At 31 December 2019 they were valued at £15,033.

Net Current Assets:

£

1(h) Debtors and Prepayments:

Gift aid & GASDS Income Tax Recoverable	3,157
Other – mainly payments in advance	<u>622</u>
Total	<u>3,779</u>

1(i) Short Term Deposits: Monies surplus to current needs are lodged with the CBF Church of England Deposit Fund at short term rates of interest and with immediate withdrawals allowed.

1(j) Cash at Bank: The PCC banks with CAF Bank Ltd at their West Malling, Kent head office.

1(b) Special Legacy: This is a legacy of £10,000 from a deceased member of the congregation. It was received under condition that it be used to replace the seating in the Church. It is not yet absolutely clear whether this condition will be met and if not the £10,000 will have to be returned to the donor's next of kin.

1(c) Church Maintenance Fund: It has become apparent to the PCC that major repair work will always be necessary to the fabric of the church building and to the church fittings on an ongoing basis – but when and to what extent is difficult to predict. In the past when such expenditure has occurred it has had a distorting effect upon the accounts because this sort of expenditure tends to be unpredictable and significant. The idea behind setting up this fund is that the anticipated expenditure can be spread evenly over the course of the year (to build up the fund) and then the actual expenditure when it does arise can be charged to the fund instead. The movement on the fund was as follows:

	£
Transfer from main Fund over the course of the year	5,750
Deduct:	
Engineer's Fee for subsidence testing	(1,866)
Returfing	(576)
Repaving church entrance	(670)
Cost of Reading Room roller blinds	(966)
Other less significant costs	<u>(486)</u>
Balance remaining at 31 December 2019	<u>1,186</u>

1(d) Hall Maintenance Fund: Everything said above in relation to the Church Maintenance Fund also applies to the Hall Fund. In this case however, the expenditure actually incurred exceeded that which had initially been provided for in the fund. A fund balance cannot be negative so the transfer from the main fund had to be made up to the actual expenditure incurred – to balance the fund to zero. There were two large items of expenditure: a bill for Hall guttering repairs of £1,860 and a bill for Hall lighting of £1,347.

1(e) Windows Appeal Fund: As stated in the 2018 Accounts this Fund was created to pay for the replacement of the windows in the Reading Room and the Church Office. The opening balance on the Fund was £1,754 and it

the Annual Report and Accounts publication.

7. Financial statement for the year ending 31 December 2018

A Financial Review, the Balance Sheet, a Statement of Financial Activities and notes on the accounts had been included in the Reports and Accounts booklet. The Treasurer, Chris Lambert, presented a summary to the meeting.

The Treasurer pointed out that we made a small surplus in 2018 against a budgeted deficit. This was largely due to an increase in incoming resources, displaying the generosity of our parishioners. Hall rental income also increased in 2018.

Expenditure increases were attributed mainly to the increase in Parish Share and to providing a new kitchen in the Thorn Bank bungalow.

The vicar's discretionary fund has received money from Vicarage room rental and a generous £10,000 donation.

The accounts also show a £10,000 donation that was given to us to be used for church seating. If we decide not to renew the church seating, then this will be repaid.

For 2019, the Parish Share will increase considerably, to £74,740 with further significant increases over the coming years. It will be a challenge to cover this with regular giving.

Questions on the accounts:

Magazine:

Ricard Pointer highlighted that the magazine printing costs are not covered by subscriptions.

Chris Lambert agreed, but pointed out that the shortfall is more than covered by advertising revenue.

Value of Thorn Bank:

Sylvia Holdsworth questioned the value of Thorn Bank in the accounts and asked what the current value of the bungalow is.

Chris Lambert replied that it is probably worth £400,000 to £500,000, but accounting practice means we continue to show it at its original value to prevent having to revalue it each year.

Parish Share:

Lara Milne asked what income is used in the calculation of our Parish Share.

Chris Lambert replied that it is general funds, not money donated (e.g. for windows), or legacies etc.

Chris Lambert offered his thanks to Mary-Jane Crump who audited the accounts this year.

Beverly Watson offered a huge vote of thanks to Chris Lambert for the efficient and clear accounts. Beverly also thanked those who give so generously. Beverly offered thanks for God's faithfulness to us and that by God's grace, our finances tend to work out. Beverly pointed out that we need to think strategically about other ways of raising money – perhaps through the use of the buildings.

Beverly also offered grateful thanks to Eve Gunn for her hall lettings work.

8. Appointment of auditor

Mary-Jane Crump has verbally agreed to do this next year, although has not been officially appointed as Auditor at this time.

9. Review of safeguarding

Julie Lodge presented her report to the meeting.

10. Appointment of Parish Safeguarding Representative

Julie Lodge was prepared to continue as the Parish Safeguarding Representative and was duly appointed.

11. Year's report by the vicar

Beverly Watson presented her report as published.

Henrietta Harding offered thanks to Beverly for all that she does for All Saints.

Richard Pointer offered thanks to Pippa Ford for the work that she has done during the year.

12. 'Transforming Church, Transforming Lives' Plan

The Vicar presented an update on the Transforming Church, Transforming Lives Plan and the progress we have made in the priority areas over the last year. The goals for the coming year fall into four main areas: Making Disciples, Growing Youth & Children's Ministry,

1(a)(1) Vicars Discretionary Account: This fund was originally set up to contain rental income from the Vicarage. This was the personal property of the Vicar, the Revd. Beverly Watson, and was donated by her to the church on the understanding that it be used for the benefit of the church at her discretion. In 2018 it was widened to receive a special donation of £10,000 from a member of the congregation. In the current year (2019) a substantial amount of the fund was used up to pay for the new sound system in the church (see below) and the balance remaining on the fund was then transferred to the church's main Unrestricted Fund at the year end. The movement on the fund was as follows:

	£
Opening balance at 1st Jan 2019	10,967
Transfer to Sound System Fund	(9,575)
Various minor expenditure (Palm Sunday donkey)	(200)
Balance remaining transferred to Main Fund	<u>(1,192)</u>
Balance remaining at 31 December 2019	<u>Nil</u>

1(a)(2) Sound System Fund: The cost of the new sound system which was installed in the church in March and April 2019 was partly funded by gift aided donations from members of the congregation and by grants from outside bodies but the balance was funded by the transfer from the Vicar's Discretionary Account as referred to above. The movement on the fund was as follows:

	£
Donations from members of the congregation	1,750
Associated Gift Aid tax recovered	438
Grant from Surrey CC	2,019
Grant from AllChurches	1,500
Grant from Rank Organisation	1,000
Transfer from Vicar's Discretionary Account	<u>9,575</u>
	16,282
Deduct cost of system	<u>(16,282)</u>
Balance remaining at 31st December 2019	<u>Nil</u>

Notes to the Financial Statements
for the year ended 31st December 2019

1. Accounting Policies

The financial statements have been prepared in accordance with the Church Accounting Regulations 2006 together with applicable accounting standards and the Statement of Recommended Practice "SORP" 2015. They have therefore been prepared under the historical cost convention under which the assets of the church are valued at the lower of cost or net realisable value. The financial statements include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their main affiliation to another body nor those that are informal gatherings of church members.

Funds

Under the SORP 2015 the church may operate three categories of fund: Unrestricted Income Funds, Restricted Income Funds and Designated Funds. An Unrestricted Income Fund can be used for anything deemed appropriate by the church to further its general purposes. By contrast, a Restricted Income Fund has to be set up when money is received by the church under condition that it must be used for a particular purpose. The money must be used for the purpose specified and cannot be used for any other (otherwise it would be a breach of trust). A Designated Fund is not restricted in this way but is money which has been earmarked by the PCC for a particular purpose and therefore has to be kept separate from the main fund of the church. Prior to 2016 the PCC of All Saints operated a single Unrestricted Income Fund for all the financial transactions of the church. In 2016 however it was necessary to introduce additional Funds of the other two categories to deal with a very small number of specialised transactions; and in 2017, 2018 and in the current year (2019), further additional Funds have been introduced, used up and removed, as appropriate. All the Funds of the church in use during the year are itemised below. The main activity of the church however continues to be accounted for in its Unrestricted Income Fund and the Statement of Financial Activities for 2019 shown on the previous pages relates entirely to that Fund. The balance on that Fund at 31st December 2019 stood at £63,926. The other Funds are used (as stated above) to account for exceptional items only and are described below.

Improving Church Buildings and Becoming a Bronze Eco-Church.

13. Questions and points of interest

Marguerite Barclay asked whether a decision had been made regarding an 'Older Persons Champion'. Julie Lodge explained that it was under discussion within the Safeguarding Team to see if there is a gap in this area.

14. Closing prayers

Beverly Watson thanked everyone for coming and the meeting closed with the Grace.

Trish Tye
PCC Secretary 2018/19

Annual Reports 2019 - Introduction

The Parochial Church Council of the church of All Saints, Guildford, Surrey (the PCC) has the responsibility (with the Incumbent) for promoting, in the ecclesiastical parish, the whole mission of the Church; pastoral, evangelistic, social and ecumenical. PCC members are trustees and therefore have legal responsibilities, including safeguarding. These reports not only contain an account of church activities during 2019 for the benefit of parishioners and others who receive the reports, but also provide a justification of the charitable status of the church, which enables us to claim back income tax under the Gift Aid scheme of HMRC, as well as providing other rights and privileges. The PCC is also specifically responsible for the maintenance of the buildings of the church and church hall, and of the church field, car park and grounds. It is also responsible for the maintenance of 6 Thorn Bank, a house in the parish. Three members of the PCC represent the parish on Deanery Synod.

In terms of licenced ministry, All Saints has an Incumbent (Revd Beverly Watson), a Licenced Lay Minister (David Barclay), a Licenced Lay Minister in training (Alison Moulden) and three occasional preachers (Martyn Whiteman, Julie Shaw and Ryan Harding). At Easter our curate, Revd Pippa Ford, finished at All Saints and moved to Christ Church Woking; and Mike Truman retired after 20 years of ministry as an LLM.

One of our members (Cally Burch) is in her second year of training for Ordained Ministry. The church also employs a part time Parish Administrator and Communications Officer (Trish Tye). The Incumbent is now also Assistant Area Dean for Guildford Deanery.

The reports that follow give a detailed account of the life and worship of All Saints throughout 2019.

Governance structures at All Saints include nine 'Vision Groups' which report to the PCC on a regular basis. These groups cover the following areas of church life: Worship, Children and Young People, Events, Mission, Finance, Premises, Administration and Communications, Pastoral Care, and also Eco Church (newly added in 2019). Each Vision Group is active in both guiding and serving the community of All Saints. The Reports which follow give a more detailed account of the work of the Vision Groups over the past year.

All Saints is an intergenerational church of all ages, providing for the needs of the youngest child through to the most senior adult. The worship attracts approximately 75 people each Sunday (64 adults and 11 children), with

RESOURCES EXPENDED			
Missionary and Charitable Giving	3(a)	7,200	7,200
Church Activities	3(b)	100,303	96,164
Costs of Fundraising Activities	3(c)	1,843	1,722
Costs of Buildings upkeep and improvement	3(d)	14,029	16,976
Governance Costs	3(e)	193	45
TOTAL RESOURCES EXPENDED		123,568	122,107
NET MOVEMENT IN FUNDS		2,133	4,484
BALANCES BROUGHT FORWARD 1st January 2019		60,601	56,117
BALANCES CARRIED FORWARD 31st December 2019		62,734	60,601
ADD Remaining Balance on Vicar's Discretionary Account Transferred to Main Fund	1(a)(1)	1,192	-
		63,926	60,601

PAROCHIAL CHURCH COUNCIL OF ALL SAINTS GUILDFORD
Registered Charity No 1149709

STATEMENT OF FINANCIAL ACTIVITIES
for the year ended 31st December 2019

	Note	All Saints Church 2019	2018
		£	£
INCOMING RESOURCES			
Voluntary Income	2(a)	75,163	78,725
Activities for generating funds	2(b)	8,059	5,011
Income from investments	2(c)	16,062	16,022
Church activities	2(d)	25,987	25,581
Other incoming resources	2(e)	430	1,252
		125,701	126,591
TOTAL INCOMING RESOURCES			

another 450 or so making up our wider ‘worshipping community’. This later figure includes worship which takes place at our church school (Queen Eleanor’s C of E Juniors), where the Incumbent leads collective worship for the school community (assemblies) on a regular basis.

The majority of services are eucharistic, with the exception of ‘Altogether Worship’ on the first Sunday of each month. A variety of other services have been offered throughout the year, including Messy Church, an occasional ‘Youth Led Service’, taizé services, healing services, ‘Songs of Praise’, Choral Evensong, occasional offices (including baptism, marriage and funeral services), a monthly service at Dray Court (sheltered housing for the elderly), Remembrance services (including a ‘Service for the Bereaved’), ‘Stations of the Cross’, a regular midweek communion service, and home communions.

There is a strong sense of community at All Saints, supported and encouraged through social events and activities, via the work of the Events Vision Group and many others. This ministry of hospitality is extended to the wider community, through such events as the Fireworks Evening and the Summer Fete. The church has strong links with local community groups, including eight uniformed organisations, and Onslow Village Residents Association (a local residents’ group). The Incumbent is an ex-officio governor at Queen Eleanor’s Church of England Junior School.

Pastoral care is given by the Pastoral Team, under the leadership of the Incumbent. There are two fully trained Pastoral Assistants, and six Pastoral Friends who visit those in need, and take home communion to the housebound. Pastoral care is offered via the ‘Church Groups’ at All Saints; and there are now nine such groups meeting regularly for a mixture of prayer, Bible study, fellowship and support. These form an integral part of the pastoral care that is offered at All Saints. Pastoral care now sits within the vision group structures at All Saints, in the form of the Pastoral Care Vision Group.

Children and young people are highly valued at All Saints, and are nurtured through Children’s Church, the Youth Led Programme, the Toddler Group and Messy Church. Ministry in schools has continued to grow and develop over the past year, with regular services and involvement at Queen Eleanor’s Church of England Junior School, Onslow Infant School, and the Montessori nursery which meets in the church hall. All Saints now offers Messy Church on a termly basis at Queen Eleanor’s, Onslow Infants, and at the All Saints’ Toddler Group. All Saints hosted a ‘prayer space’ at Queen Eleanor’s this year; and the Incumbent regularly takes assemblies, hosts

school visits, and leads Harvest, Easter and Christmas services each year.

Work on the buildings has continued, and a major achievement in 2019 has been the replacement of the sound system at All Saints. This means we now have good quality and reliable sound in both the church and the chapel; and we are able to offer much better provision for 'band led' services. The Reading Room has also been refurbished, with new blinds at the windows, and redecoration throughout. The church itself was repainted by members of the congregation, and is now fresh, clean and attractive.

A significant development has been the relocation of the Diocesan Resource Centre Library, to All Saints, under the leadership of Martyn Whiteman. The diocesan resources have been merged with the All Saints' library; All Saints is now able to make the diocesan book resources available to the Diocese as a whole, including local schools.

Ecumenical links have continued through the partnership with St. Nicolas' Church, and the United Reformed Church on Portsmouth Road. Joint services include an All Saints' Day Evensong (at All Saints), an Advent Carol Service at St. Nicolas', and occasional services at the URC.

All Saints has continued to give 10% of its planned giving to charities and Christian missions both locally and globally, and overall has made a small financial surplus over the course of the year.

Communication of the life and ministry of the church continues through the church website, social media, the parish magazine, the weekly news sheet, and hand-delivery of Easter and Christmas flyers to all homes in the parish. All Saints now employs a part time Administrator and Communications Officer, to oversee the delivery of information to both church members and local residents. Over the course of the year a new website has been launched.

All Saints is now an 'Eco-Church', working to reduce our carbon footprint and live in a sustainable way; a bronze award has been awarded for our work so far. As an Eco-Church, we seek to share this vision with our local community.

Along with all other Anglican churches, All Saints is committed to keeping people safe at all times. Much work has been done over the course of the year to ensure that All Saints is fully compliant with the Church of England's National Safeguarding Policy; we are indebted to our Safeguarding Team for their work in this area and especially Julie Lodge.

Revd Beverly Watson, Incumbent

CURRENT LIABILITIES				
Creditors-amounts falling due in one year	1(k)	5,342	4,993	
General Charitable Missions - amounts outstanding	1(l)	6,000	286	
		<u>11,342</u>	<u>5,279</u>	
NET CURRENT ASSETS		57,471	63,927	
TOTAL NET ASSETS		76,866	83,322	
PARISH FUNDS				
Unrestricted Income Fund	1	63,926	60,601	
Unrestricted Designated Fund - Vicar's Discretionary Account	1(a)(1)	-	10,967	
Restricted Income Fund - Sound System	1(a)(2)	-	-	
Restricted Income Fund - Special Legacy	1(b)	10,000	10,000	
Designated Fund - Church Major Maintenance Fund	1(c)	1,186	-	
Designated Fund - Hall Major Maintenance Fund	1(d)	-	-	
Restricted Income Fund - Windows Appeals	1(e)	1,754	1,754	
		<u>76,866</u>	<u>83,322</u>	

PAROCHIAL CHURCH COUNCIL OF ALL SAINTS GUJILDFORD
BALANCE SHEET AS AT 31st DECEMBER 2019
Registered Charity No 1149709

	2019	2018
	£	£
Note		
FIXED ASSETS		
Thorn Bank Bungalow	12,000	12,000
Investment in Church of England CBF Investment Fund	7,395	7,395
	19,395	19,395
CURRENT ASSETS		
Debtors and Prepayments	3,779	7,472
Short Term Deposits	11,193	11,133
Cash at Bank	53,841	50,601
	68,813	69,206

Vicar's Report

As we come to our APCM again, and reflect on the year that has passed, I'm aware that each year has its own 'character' in many ways. Each year is different for us, just as the wider world – the context in which we live and worship – offers different joys and challenges. It's my job, at this point in time, to offer something of an overview of the year. The reports which follow contain the facts and figures; but what of the year as a whole? What was its character; its nature?

Well if I try to characterise All Saints in 2019, I would say I'd seen some of the following things:

Faithfulness: When I look back over the past 12 months, I observe the deep faithfulness of many members of our congregation. Sunday by Sunday, day by day, in public and behind the scenes I see people faithfully continuing their ministries at All Saints: as Wardens, as PCC members, as Children's Church leaders, as musicians, as Vision Group members. There's a quiet 'getting on with things'; and faithful perseverance, often at personal cost, that I know can be relied upon.

A book I've valued this year is Charles Spurgeon's book, 'Revival'. He writes 'The perseverance of a saint for one day is a multitude of miracles of mercy'. That's what I see so often at All Saints – faithful perseverance by members of our congregation. It's a reflection of the Lord's own faithfulness to us, here in this place, over many years.

Generosity: This is another characteristic, or character trait, that I've observed over the past year. There's certainly financial generosity, and I'm delighted we've managed to end the year with a small surplus. About two thirds of our income comes from giving from within the congregation, and that demonstrates significant generosity among our members. On top of that we've raised the money to replace the sound system this year - a real necessity for us.

But I've also seen great generosity in terms of time and talents over the past year. There are quite a few people who are here almost every day, working on various aspects of our ministry. And people offer significant expertise too, in finance, in IT, in music, in engineering, in pastoral care. We're blessed to be a gifted and talented congregation; and I've enjoyed watching people generously giving and using those talents over the past year.

Welcome: I've seen a welcoming spirit here at All Saints, and one that, it seems to me, is growing and deepening. That's true on Sundays when

people arrive for services; they can be assured of a very genuine welcome, whether they're long-standing members or here for the first time. I feel confident that anyone who walks through our doors will find a home here if that's what they're looking for.

We've seen people welcomed not only on Sundays, but into our Church Groups, as members of our Vision Groups, onto the Messy Church team, and into our musical groups. And perhaps more importantly, some have been welcomed into your homes and your families; we've offered not only a welcoming church, but also one where people can begin to belong. I'm delighted that we've seen some new people join our church over the past year, and start to become established among us.

Courage: I've seen courage over the past year too. I've observed this in the lives of some of our elderly members, as they've faced decreasing health and quality of life. I've seen courage too as we've taken steps of faith as a church, and ventured into new things.

I saw that within the PCC earlier this year, as we reset our Transforming Church Goals. We looked at the challenges ahead, and worked out areas on which we needed to focus in the coming years: Growing Disciples; Growing our Youth & Children's Ministry; Improving our Buildings; and becoming an Eco-Church. It was good to face up to the challenges ahead, and seek the Lord's will and his blessing as we seek the way forward.

I saw courage in Martyn as he headed up the move of the Resource Centre Library to All Saints. Quite a lot of negotiation was involved, questions asked, and solutions were to be found; and Martyn, Trish and others involved in the project were courageous in seeing that project through. And already these resources are proving a blessing to me, to us at All Saints, and to the wider community.

I've also observed courage as we've faced the question, 'Pews or Chairs' – one which we could easily have avoided. I'm aware that this has not been an easy decision, but I feel we've faced it courageously together, even though change is never easy. And I believe that together, we've come to a decision that will open up new possibilities for us as a church in the future. So thank you to everyone for your bravery, and especially to our Seating Team.

I've seen courage too as we've approached the Worship Survey over the past few months. We're all aware that patterns of attendance at our services are changing. There are some areas of growth, but other areas of

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.

Mary-Jane Crump ACA
18 Wilderness Road
Guildford GU2 7QX

Dated: _____

Independent Examiner's Report to the PCC of All Saints' Church, Guildford

I report on the financial statements of the PCC for the year ended 31st December 2019, which are set out on pages 46 to 59.

Respective responsibilities of the PCC and the Independent Examiner:

As members of the PCC you are responsible for preparation of the financial statements. You consider that an audit is not required for this year under Section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to

- examine the financial statements under section 145 of the 2011 Act;
- follow the procedures laid down in the General Directions given by the Charity Commissioners section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of this report

My examination was carried out in accordance with the General Directions given by the Charity Commission.

An examination includes a review of the accounting records kept by the PCC and a comparison of the financial statements presented with those records. It also includes considering any unusual items or disclosures in the financial statements and seeking explanations from you as trustees concerning such matters. The procedures undertaken do not provide all the evidence that would be required of an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent Examiner's statement

In connection with my examination, no matter has come to my attention:

1. which gives me reasonable cause to believe that in any material respect the requirements
 - to keep accounting records in accordance with Section 130 of the 2011 Act; or
 - to prepare financial statements which accord with those accounting recordshave not been met; or

decline, and we need to face that and address it. I'm pleased we've had the courage to start asking the difficult questions: why are there fewer of us at the 10am Service? Why are there fewer children and young people? Why do people worship less regularly than they used to? It takes courage to face those things and to seek to find answers, and I'm pleased we've made a start with that.

Joy: I can say I've seen joy on many occasions over the past year - joy and fun and laughter and friendship and love between people. One of the characteristics of All Saints is an enjoyment of being together; whether that's the Fireworks Event, the Summer Fete, the Talent Evening, or some of our smaller gatherings. This is a joyful community, where things like Messy Church, Altogether Worship or painting the church together are happy and fun occasions. I often have a sense of joy in us being together, in the good things and also in the more challenging aspects of our life as a church.

Love between the generations: Another characteristic of All Saints is 'Love between the Generations'. That's been true here for many years, and continues right up to the present. It's something people comment on when they start coming to All Saints; they notice the way the children care for each other across the age groups, and how people know each other and care for each other deeply. We're very blessed at All Saints to have children and young people worshipping regularly – not in huge numbers, but all very special individuals. That's not something to take for granted, or something that all churches have – in fact many churches in the Diocese don't have any children or young people.

One of the things coming out of the Worship Survey is that we want to stay together. We want to be here together at 10am on Sunday mornings, not split into different congregations. And we need to think through how we make that work well for everyone in the weeks and months ahead. So, love between the generations: that's something to treasure and to be thankful for.

So those are a few things that seem to me to characterise 2019. Faithfulness, Generosity, Welcome, Courage, Joy, and Love between the Generations. They're very close to the Fruit of the Spirit that we read about in Paul's letter to the Galatians; and I believe that they represent the continued work of the Spirit here among us at All Saints. It's something I pray for more of, as we continue the Lord's work in this place.

Revd Beverly Watson

Structure, governance and management

The method of appointment of PCC members is set out in the Church Representation Rules. We also have a role description for PCC members and a PCC governance structure document, both of which can be found on the PCC noticeboard or in the PCC file in the Church Office. All church attendees are encouraged to register on the Electoral Roll and stand for election to the PCC.

Secretary's report of the work of the Parochial Church Council January - December 2019

In 2019, there were a total of five meetings of the PCC, one induction session with a meal, and one away morning. There were also four meetings of the Standing Committee.

Following the APCM in March, we welcomed Marguerite Barclay, Rob Burch, Julie Lodge and Jo Smalley to PCC. We also welcomed Lara Milne into a Deputy Churchwarden role. Henrietta Harding and Carolyn Nicholls were both voted to continue their roles as Churchwarden.

Our Deanery Synod representatives for the year were Rebecca Brown, Simon Doran and Angela Rose.

The key activities of the PCC and Vision Groups this year have been:

- The installation of the new sound system, and associated fund raising.
- Supporting the setup of a new, monthly Matrix Youth Hub in the church hall.
- The initiation of the church seating project by the Church Seating Group, culminating in the consultation event in November.
- The introduction of a new youth-led programme and a renewed focus on the 18+ group.
- Improvements to our premises including the refurbishment of the Reading Room and painting of the inside of the church.
- The relocation of the Diocesan Resource Library to All Saints.
- The introduction of choral scholars to the choir.
- Attaining the Eco-Church bronze award.

**Trish Tye
PCC Secretary 2019/20**

Projection for 2020

We are anticipating a rather greater level of expenditure in 2020 and probably in the years beyond, mainly because, as mentioned, the Parish Share is set to increase to £78,658 in 2020 and it will be higher still in subsequent years. The cost of maintaining the Church Hall will probably be similar to 2019 and we are not anticipating any major expenditure on the Thorn Bank bungalow. As for the church building itself, the cost of maintenance is always one of the biggest figures in the accounts and 2020 will be no exception.

My own feeling continues to be that all the members of the congregation of All Saints' Church are incredibly generous in their giving to the church. In 2019 the total received in this way was £75,163 – down by about £3,500 on 2018, but still extremely generous. As mentioned, during 2018 the church lost several of its larger donors and as members of the congregation will know the church relies heavily upon a relatively small number of people for a disproportionately large element of its income. But the congregational giving seems to have stabilised and we would expect this income for 2020 to be in line with 2019, though probably not sufficient to sustain the projected increase in the Parish Share. We do have a cushion though in the surpluses from preceding years and the bank balance (current account) stands at a healthy £53,841.

Additional Funds

The financial effect of the main activities of the church continues to be accounted for in the church's main unrestricted fund. The Statement of Financial Activities and Notes two and three to the Accounts relate to this fund only. As in the 2018 accounts, additional funds continue to be used to deal with certain specialised transactions. These funds are shown in the balance sheet only. Two of these funds (for the church and hall major expenditures) have been alluded to above and the fund for the replacement of the Reading Room windows has not moved during the year. The Vicar's Discretionary Fund, which had been increased by a generous donation from a member of the congregation, was mainly used up in paying for the new sound system in the church and the balance remaining has been transferred to the main fund. Again, please see the Notes to the Accounts for an explanation of these funds and the detailed movement on them.

**Christopher Lambert
PCC Treasurer**

Finance Review – Year Ended 31 December 2019

In 2019, contrary to expectations, All Saints' Church achieved a surplus of £2,133, this compared to a surplus of £4,484 in 2018. The total income was £125,701, slightly less than the £126,591 received in 2018. The church expenditure was slightly higher at £123,568, compared to £122,107 in 2018, and this accounts for the slightly lower surplus in 2019.

Incoming Resources

The small decrease in incoming resources compared with 2018 was expected; certain very generous members of the congregation left in 2018 and we were expecting the planned giving to diminish substantially. It did go down but not to the extent expected and the decline was offset by the receipt of an unexpected legacy of £1,458, and by increased 'Events' activity including a Summer Fête which generated £1,594. There was no Summer Fete in 2018. The other categories were pretty much as expected though the Church Hall did particularly well – up from £22,967 to £23,721.

Resources Expended

As always, the most significant item of expenditure is the Parish Share, which amounted to £74,740, an increase of some £4,000 on 2018 (and it goes up to £78,658 in 2020). This mainly accounts for the increase in the expenditure incurred under the heading "Church Activities" (up to £100,303 from £96,164 in 2018) although there are also some individual variations between the two years in the other figures which make up this category.

The expenditure on the upkeep of the buildings, at £14,029, was lower than in 2018 (£16,976). In 2018 a new kitchen was installed in the Thorn Bank bungalow – there was nothing like this in 2019. The expenditure shown for the church itself is a somewhat artificial figure as it consists primarily of a fixed annual charge into a new fund set up specially to pay for major expenditures. Please see the notes to the accounts for an explanation of the rationale behind this. A similar fund has been set up for hall expenditure. Again, please see the notes to the accounts. All told, the financial position for 2019 is rather better than was anticipated at the beginning of the year. A quite large deficit was budgeted for 2019 and instead we have a small surplus.

Churchwarden's report on the fabric and ornaments of the church

The Wardens have made their usual inspection of the church fixtures and fittings as recorded in the terrier and inventory. There have been some changes recorded with the installation of the new sound system, some new office equipment, and the transfer of the library from the Diocesan Resource Centre.

The new sound system is more adaptable, with better microphones, which has been beneficial. Many thanks to Simon Doran for all his help with this, especially as we are still learning to use it.

Last year we reported on the deteriorating pew bags. We are looking forward to this being resolved in 2020 with the advent of new seating. Thank you to the Seating Group for their careful research and clear presentation.

The Reading Room is being used more. The refurbishment is nearly complete. The carpet will be replaced once the problem with the external door has been fixed.

The Premises group are continuing to work on the areas of concern identified by the architect, including monitoring the movement in the area of the chapel and library. We are most grateful to the members of the Premises Vision Group for all they do to maintain the buildings. There is concern regarding the flat roof over the chapel and library, and also the deteriorating condition of the two wooden sheds by the hall.

We are extremely grateful to our sacristan Henrietta Harding, and her assistant Lara Milne, for the great care they take of all the fabric and ornaments in their care.

**Carolyn Nicholls & Henrietta Harding
Churchwardens**

Safeguarding Report

As ever, the aim of the safeguarding team is to make All Saints' a safe place to be.

The Diocesan Safeguarding Policy was approved by the PCC on 20th May 2019.

In 2018 we completed a parish self-audit for the first time. We have made good progress against our targets, including providing a written safeguarding report for the APCM (2019 and 2020); monitoring our DBS needs; ensuring training takes place either as individuals or in the parish (depending on need); displaying safeguarding information; compliance with GDPR (ongoing); and reviewing our safeguarding administration needs.

Since then we have completed the 2019 parish self-audit where we are tightening up on our good practice with DBS procedures to ensure roles aren't started before the appropriate checks take place. We are also focussing, in a similar way, on risk assessments to ensure they are always in place and approved in advance of an event so that any necessary changes can be made and updated when changes take place or annually as a minimum.

We have recently completed a training needs analysis and submitted it to the Diocese. This currently shows that the following training needs to be completed:

- Basic Awareness – 10 people
- Foundation – 7 people
- Leadership – 16 people
- Safer Recruitment – 2 people
- Responding to Domestic Abuse – 21 people

Training requirements have recently changed so that, if a person needs to renew more than one level of training, they only need renew the highest level. The higher numbers for some areas of training generally reflect this new level of renewal. Our training needs vary as people take on new roles.

We are very blessed to have a Safeguarding Team and I would like to thank Beverly, Carolyn, Henrietta, Trish and Eve for everything they do. It is a huge job and it requires a team effort.

Julie Lodge
Safeguarding Representative

Goal	What?	Why?	How?	When?	Progress
Transformation Goal Become a bronze eco-church	Form an all-age 'Green Team' to drive forward the eco-church initiative	"For the Church of the 21st Century, good ecology is not an optional extra but a matter of justice. It is therefore central to what it means to be a Christian." <i>Former Archbishop of Canterbury, Dr Rowan Williams</i>	<ul style="list-style-type: none"> • Issue a 'call-out' to identify those interested. 	Spring 2019	Completed We have a 'Green Team'!
	Assess how close All Saints is to achieving bronze status	To measure our starting point in order to measure progress	<ul style="list-style-type: none"> • Update the Rocha UK online questionnaire 	Spring 2019	Completed A review of the survey shows that we are at least bronze in 4 of the 5 sections. We have a little more work to do in "Community & Global". We need to plan some actions in this area.
	Create a prioritised plan of actions for improving our eco status	To give us specific actions to focus on	<ul style="list-style-type: none"> • Focus on each section of the questionnaire and identify achievable targets to reach bronze in each • Use the Diocese Eco Church resources sheet for additional information 	By June 2019	Completed We have now improved in all aspects of the eco-church scheme and have applied for the Bronze award.
	Work through the action list updating the online questionnaire with progress	To increase our score in each area and achieve bronze status	<ul style="list-style-type: none"> • All Green Team members and appropriate vision group members carrying out actions. 	By December 2019	Completed We have now improved in all aspects of the eco-church scheme and have applied for the Bronze award.

Goal	What?	Why?	How?	When?	Progress
	Overhaul and improve the storage facilities in both the Church and the Hall.	The existing chair cupboard in the Church is cluttered and the wooden sheds in the field have almost come to the end of their useful life. Storage facilities in the Hall are limited with chairs and tables taking up useful Hall floor space.	<ul style="list-style-type: none"> Install storage units in the external space between the Church and the Reading Room. Investigate the feasibility of replacing the two wooden sheds in the field. Exploring options to (1) extend the rear of the Hall and (2) install storage bins there. 	Summer 2019	Ongoing A loaned storage box is being tested out in the space. If successful, others to be purchased. The new store is now holding all gazebos and proved its value, particularly at the time of the fête.
	Planned Maintenance	To consider the 'Big Picture' regarding our buildings, and what might be possible in an ideal world. This is so that we don't do small pieces of work that might then need to be reversed in future years, if plans change.	<ul style="list-style-type: none"> Carefully consider the future use of our buildings and the needs of the community. 	On-going through 2019 and 2020.	Ongoing We have had an informal visit from an architect advising a digital survey before any other further plans are made. Further investigation has been made as to what is involved in having a digital survey and companies that might be able to do it.
	To encourage the whole congregation to take responsibility for the maintenance and development of the church buildings	So that the work-load is shared, and not too much falls on Premises Vision Group members	<ul style="list-style-type: none"> Whole congregation day to paint the inside of the church in January 2019 - to initiate, encourage and promote a new culture of shared responsibility 	At work days/mornings throughout the year	Ongoing Great success with painting the church. Still need increased attendance at work mornings.

Deanery Synod Report

Guildford Deanery Synod looked at our vision for community engagement at our meeting in February 2019. Discussion groups looked at what we currently do, what the needs are, general trends in social needs and local organisations working in the field.

As a result of this meeting, we looked in more detail at mental health and wellbeing at our Synod in June. We learnt more about mental health and what we can do as individuals within the church community, how to do so safely, and which organisations we can work in partnership with.

We have also been working on prayer within Guildford. In time for Lent we co-ordinated buying 'try praying' materials. Small booklets which explained how to go about praying for a week were distributed by our churches, and were well received by both churchgoers and non-churchgoers.

Our October meeting brought together prayers from all the churches in Guildford Deanery and all these churches were prayed for by Synod members.

Rebecca Brown
Deanery Synod Representative

Administration & Communication Vision Group

The purpose of the Administration & Communication Vision group is 'Overseeing an efficient system of organisation to support the ministry and mission of All Saints'. Our remit is quite wide and varied, including the running of the Parish Office, the administration of the Electoral Roll, managing the hall bookings and communications within and outside the church.

Here are some of our key achievements from 2019:

- Increasing our social media presence: we now having accounts on Facebook, Twitter and Instagram with regular updates on all of these platforms.
- In September, we went live with a new website. The content has been updated and things are now hopefully easier to find.
- Continuing to develop our use of *iKnow*, our church administration tool.
- Preparation of a new Electoral Roll (takes place every six years)
- Renting the hall, Reading Room and church space to a range of organisations. In 2019, we hosted 48 parties, welcomed 11 different groups for regular bookings and five different groups for occasional bookings. That's all in addition to the regular Monday to Thursday use by the Montessori Nursery and our own church groups and meetings.
- Helping to bring the Resource Library to All Saints. Members of the group are now assisting with some of the regular library tasks, such as cataloguing books, managing membership and managing the loans and returns.
- Producing the magazine. The magazine has a circulation of approximately 145 parishioners and is distributed by 24 faithful people. We'd love to increase the readership of, what we think, is a really good read. If you don't subscribe, maybe have a think about doing so?

The weekly news-sheet is a key part of our regular communications. If you'd like anything included then let me know by midday on a Thursday.

Please also keep an eye on the website. The calendar can be reached from the home page and shows you everything that is happening day by day.

Trish Tye
Chair, Administration and Communication Vision Group

Goal	What?	Why?	How?	When?	Progress
	Consider replacing the pews in church with more flexible/comfortable seating	To allow us to use the Worship Space more flexibly within our Services. To provide greater comfort. To enable the main body of the Church to be used during the week by community groups as well as church groups	<ul style="list-style-type: none"> • Beverly to gather a Team to research different seating options. The Team will include members of the Premises VG, the Worship VG and others who may be interested • Team to investigate different seating options, including costings 	End of 2019	<p>Ongoing</p> <p>The Church Seating team have done their research and sought opinion from the congregation. A proposal was made at the October PCC followed by a consultation event on 17th November.</p> <p>The consultation event confirmed a majority desire to replace the pews with appropriate seating.</p> <p>A further proposal is to be made at the December PCC meeting and a plan of action agreed.</p>
	Repair the Access and Drainage at the Church entrance.	At present the paving slabs and grating over the drainage present a major trip hazard.	<ul style="list-style-type: none"> • Parish Consultation to discuss the research done by the Team. • PCC to make a decision as to future seating arrangements • Apply for a Faculty if we decide to change the current arrangements 	End of June 2019	<p>Completed</p> <p>Quotes are being obtained. Work has been completed.</p>

Goal	What?	Why?	How?	When?	Progress
Transformation Goal 12 Improving church buildings	Complete the upgrading of the Reading Room and its facilities.	This will allow the room to be more widely used both for Church meetings and community bookings.	<ul style="list-style-type: none"> The existing cupboards need overhauling. The room requires painting 	End of June 2019.	<p>Ongoing</p> <p>The Reading Room has been decorated and new blinds have been installed. We have also installed a large screen for use with presentations.</p> <p>All unwanted shelving has been sold and 2 conference tables purchased second hand. The wifi has been made available in the room. Funding required for new carpet.</p>
			<ul style="list-style-type: none"> The current curtains and possibly the carpet need to be replaced 	End of June 2019.	<p>Ongoing</p> <p>Blinds have been delivered and installed. Awaiting funds for carpet.</p>
			<ul style="list-style-type: none"> A further pair of electric sockets need to be installed. The furniture needs to be revamped. 	End of June 2019.	<p>Completed</p> <p>New sockets installed</p>
			<ul style="list-style-type: none"> Apply for funding from Poyle Trust 	Immediately	<p>Ongoing</p> <p>Encouraging more community groups to use the reading room.</p> <p>We have seen an increase in community bookings. The application to the Poyle Trust was unsuccessful but other funding sources are being sought.</p>

Children & Young People Vision Group

I took over as Chair of the Children & Young People Vision Group during the autumn term and feel very privileged to be working with all the wonderful leaders who are represented in this group. Between us all, we cover a number of different events and activities, both in church and in two local schools.

Church based activities on Sundays

Julie Lodge took over coordinating Children's Church and Quest when Andy and Linda Wells stepped down from this role in order to concentrate on Altogether Worship.

We are a small team but we are all committed to ensuring that those youngsters who come to church on Sunday mornings are able to have fun, explore their faith and learn from the Bible together. Our numbers vary from week to week and can be few. The range of ages can be anything from pre-school to secondary school, so we have to be very flexible. Sometimes we have Children's Church and Quest working independently and sometimes we do something as one group altogether. At other times the year 6 children join Quest, leaving just the younger children in the Children's Church group. It all depends on who turns up on the day! However, this flexibility is all possible because the children all get on so well together and are very accepting of each other, regardless of age. As one of the leaders put it, "It is a good representation of intergenerational family" and something that we are keen to nurture.

Other church organised activities

The Youth Led Programme is overseen by Beverly and Julie Shaw. This group now meets for special events that have included a pilgrimage to St Martha's and a social at Willow Grange. The atmosphere at these activities is relaxed so it is easy for new people to join.

Matrix Hub is something else that is on offer for our young people and is gaining in popularity as word about it spreads amongst friends. This does not come within the remit of this Vision Group as it is run by Matrix, but it's worth including here as some of our young people attend, and it is partially financed by the church and run in the hall. We also provide to volunteers to support the event.

Other activities

The Toddlers group is led by Vanessa Virgo every Friday morning during term time. Rosemary Woodcock is indispensable in the kitchen, serving teas and coffees to very grateful parents and carers and organising drinks and biscuits for the children. She and her dog puppet are also much loved participants in the singing circle at the end of the morning. Carolyn, Trish and I also joined the team in the autumn term. This group is thriving with often as many as 25 toddlers attending along with the adult who has brought them. Friendships are formed and often problems are shared in this relaxed, if somewhat noisy, atmosphere. And Messy Toddlers was a new venture which we introduced on a Friday morning just before Christmas when we all ‘followed the star’ into church for craft activities and the telling of the Christmas story. It was very successful and more Messy Toddlers sessions will follow this year.

School based activities

Queen Eleanor's C of E Junior School

During the autumn term a small team of us organised a prayer space in the school gym. It ran for a week during the lunch break and was very popular. The pupils were free to come and go as they wished but quite a few chose to come each day and stayed for much of the time. Many of the prayers written by the children were very moving and Martyn was asked several questions which he found to be quite challenging!

Beverly continues to be invited regularly to take assemblies and every term we organise a Messy Church for pupils who want to stay on after school. Beverly is an ex-officio governor at Queen Eleanor's and spoke at their Christmas Carol service in the Cathedral. The school also has their Easter and Harvest services at All Saints.

Onslow Infant School

Each term we organise Messy Church in the school hall. These events are always popular and give us the opportunity to introduce the children to a Bible story or a spiritual message in a fun way, with crafts, singing and story followed by cake and a drink. The school celebrates Harvest and Christmas at All Saints and has an annual year 2 visit to the church.

Jeanette Whiteman
Chair, Children & Young People Vision Group

					September 2019	Not able to resource this year.
				<ul style="list-style-type: none"> Parenting course at Toddlers - held yearly Faith seekers course Toddlers - held yearly Messy Church, Onslow and QE and All Saints Hall Messy Church Day/Morning Light Party – held yearly Parenting teenagers evening course Implement the new baptism policy to encourage greater attendance by baptism families Distribute to church members plus the wider community 	<ul style="list-style-type: none"> Completed Ongoing Not able to resource this year. Not able to resource this year. Not able to resource this year. Completed Completed 	<ul style="list-style-type: none"> This was the Just Looking course (above) (see comments above re: Messy Church) Not able to resource this year. Not able to resource this year. New information is on the website and being discussed with baptism families. Achieved through a meeting with parents that has informed a new Youth Led Programme
				Meeting our values of welcoming everyone, deepening community and growing disciples	Spring 2019	
				To connect with parents, as well as, children and young people who are not involved in church	Three MC per term	
				To conduct an audit of Children and Young People work to measure how well people see our provision meets the core values of All Saints	At end of summer holidays	
					Halloween 2019	
					Summer/Autumn 2019	
					Autumn 2019	

Goal	What?	Why?	How?	When?	Progress
Transformation Goal 3 Growing youth and children's ministry	To develop our Youth ministry	Meeting our values of welcoming everyone, deepening community and growing disciples	<ul style="list-style-type: none"> To open a monthly Youth Hub - in partnership with the Matrix Trust. This will take place on the second Sunday of each month. To develop the discipleship of Youth at Quest (AM) and Quest (PM) at YLS – Pippa to explore some material for team to use 	Summer/ Autumn 2019	<p>Completed</p> <p>First session held on 12th May Further sessions scheduled for: 9th June; 14th July; 8th Sept; 13th Oct; 10th Nov; 8th Dec</p> <p>12th May: 6 young people attended 9th June: 9 young people attended including some newcomers. 3 volunteers from All Saints are supporting Lucy Greenland in her work. A new Matrix worker, Beth Pennyfather is starting in October to replace Lucy.</p> <p>Ongoing</p> <p>The new Youth Led programme inaugurated including social and sustenance events and a termly Youth Led Service. To date, we have had the Pilgrimage to St Martha's and a social at Willow Grange. The team is developing with the addition of Rob Burch and Clare Snelling. "Two Holy Men" play at St Francis Westborough on 5th October, involved 6 of our young people.</p>

Events Vision Group

We have had a busy year again this past year which all started with the Summer Fête in June. The Events group look after the tea, coffee and refreshments for the fête and we were as busy as ever, as everyone likes a cup of tea and a home made cake or two!

July brought the annual Strawberry Tea at the Vicarage, which was well attended although the weather was not as kind as we would have hoped. Everyone seemed to enjoy themselves and it was a great opportunity to buy some home made produce and enjoy a natter with friends.

In September we held our usual Harvest Supper and Quiz. The Quiz is a sure fire winner every year, and is enjoyed by everyone. We do thank Robin and Sylvia Holdsworth for their great input to this event. There were some rounds specifically for the younger members of the congregation which were greatly appreciated. Supper was delicious as always and our thanks go to all those who provide desserts for these events, as they are always very special.

November brought our annual bonfire event which continues to be a great success. Mulled wine, hot dogs, mince pies and other cakes are provided by the Events Vision Group and the many ad hoc members who help out at this time. Thank you all so much for your contributions.

In December, we had a slightly different Christmas event at Willow Grange in the form of a Talent Evening. Many members of the congregation came forward and either sang, played an instrument, or simply told us a bit about themselves. It was hugely entertaining and as always included a lovely buffet supper. Once again the Events Vision Group could not do this all on their own so many thanks to all who helped organise the event and contributed on the evening; you really made it a very enjoyable evening.

We now look forward to what 2020 has in store for us and hope to see you at some of the events during the year.

I should point out that our Events Vision Group now consist of just five of us. We are sadly depleted and would welcome any newcomers who feel they could be of some help either serving tea and coffee or making cakes or desserts – or just helping with the washing up? Do give me a call if you would like to get involved (mob: 07980 621766).

Eve Gunn
Chair, Events Vision Group

Finance Vision Group

The Finance Vision Group reconvened in 2019, after a period of dormancy. It is overseen by the Incumbent, and includes Chris Lambert (Treasurer), Peter Nicholls and Rob Burch. The group meets three to four times a year, and takes an overview of the finances at All Saints. It also aims to support Chris in his role as Treasurer.

During 2019 the Finance Group assisted with raising funds for the replacement of the sound system. It is now in the process of supporting the Seating Implementation Group as we raise funds to replace the pews with chairs at All Saints.

Revd Beverly Watson
Chair, Finance Vision Group

Mission Vision Group

The Mission Vision Group met on four occasions in 2019. Membership is unchanged, with Rachel Hubbard, Richard Hemingway, Peter and Carolyn Nicholls as members.

The major mission link in 2019 has been with Wycliffe Bible Translators and our long-term commitment to support the Koens family working in Papua New Guinea. In early May, a small group of walkers completed a sponsored walk of some 50 miles from Guilford to Winchester, raising over £1,000. This was in addition to the regular quarterly donation committed by the church.

In January we welcomed a speaker from Friends International, working among international students in Guildford. This was followed later in the year by a barbeque attended by international students and local volunteers involved in the work of Friends International. During Christian Aid week there was a car wash in the Village Hall car park supported by young people. We also delivered a redesigned Christian Aid envelope to selected roads in the parish. Anyone wishing to donate was encouraged to do so online, by post or by delivering the donation to church. In July we observed Sea Sunday and the work of the Mission to Seafarers.

Issues of the church magazine have included articles on the work of Friends International, Christian Aid or one of our other supported missions for 2019: Guildford Town Centre Chaplaincy; the Bishop of Guildford's Community

				<p>Ongoing</p> <p>More reference to this being made in sermons and will be a focus for the preaching series in May/June</p> <p>This was addressed at the PCC Away Morning on 28th September encouraging PCC members to lead by example. Also some actions around invitation to church, exploring reasons for non-attendance and adopting a mission prayer for the PCC.</p> <p>The October magazine featured an article entitled "Your Church Needs You"</p>
			<p>Completed</p> <p>A sermon series took place during spring/summer with a particular focus on the fifth mark of mission, care for the environment.</p> <p>We held a sermon series during the Trinity season focussed on discipleship.</p>	
			<p>Completed</p> <p>On Sunday 29th September we launched a focus on bible study resources, providing access to some resources and advice on how to use them regularly.</p>	
			<p>Ongoing</p> <p>Messy church services have been held in both Onslow Infants and Queen Eleanor's at a frequency of one per term. Two Messy church services were held at All Saints during the year, the second of which had very low attendance. On 6th December, we held the first Messy Church @ Toddlers.</p> <p>The average number attending, across all venues is 47 (27 adults, 20 children)</p>	
	Throughout the year			
	<ul style="list-style-type: none"> Through preaching and teaching 	<ul style="list-style-type: none"> Beverly to plan a series of Bible passages for these weeks, and advise preachers of the purpose of the series 	<p>Summer 2019</p>	
	<ul style="list-style-type: none"> To deepen and strengthen individual Christian faith; and to strengthen the spiritual life of All Saints 	<ul style="list-style-type: none"> To give an opportunity for sustained teaching about discipleship 	<p>Autumn 2019</p>	
	<ul style="list-style-type: none"> To encourage a pattern where church members worship more regularly – at least twice a month, or more 	<ul style="list-style-type: none"> To encourage and support a daily rhythm of prayer and Bible study among members of the congregation 	<p>Autumn 2019</p>	
	<ul style="list-style-type: none"> To have one series of sermons, during 'ordinary time', with a focus on 'discipleship' in daily life (departing from Lectionary readings for these weeks) 	<ul style="list-style-type: none"> To extend the number of people who enter the worshipping family of All Saints 	<p>Autumn 2019</p>	
	<ul style="list-style-type: none"> To have a focus on individual Bible reading offering a variety of Bible Reading resources to members of the congregation 	<ul style="list-style-type: none"> To encourage growth in the congregation through the connections we're making in schools and Messy Church 	<p>Autumn 2019</p>	

‘Transforming Church, Transforming Lives’ Plan

Over the following pages, you can read about the goals we have been working towards over the year and our progress towards them.

Goal	What?	Why?	How?	When?	Progress
Transformation Goal 1 Making disciples	To run a “Just Looking” course to make new disciples through a time of exploring faith.	To give those who’ve not had a chance to hear the Gospel, time to explore faith in a welcoming context	<ul style="list-style-type: none"> Pippa to oversee and promote 	Spring 2019	Completed No attendees on this occasion.
	To offer two Lent Courses in 2019 - one for those who are relatively new to the Christian faith, and one which will stretch those who have been Christians for a long time.	To encourage a deeper understanding of discipleship, leading to more Christ-like living	<ul style="list-style-type: none"> A Wednesday evening Course, studying Rowan Williams’ book <i>Being Disciples</i>. A Friday afternoon course, studying Paula Gooder’s <i>Lentwise</i> 	March/April 2019	Completed Approx 15 people took part
	To take part in the Deanery Initiative “tryPraying” during Lent	To encourage faith-filled prayer	<ul style="list-style-type: none"> Pippa to oversee and promote 	March/April 2019	Completed Took place between Ascension Day and Pentecost. Also featured at the Fête on 6 th July as part of the Prayer Area. The tryPraying concept and materials were used during a service at Dray Court Residential Home for the Elderly, with a good response.
	To offer a three-day walking Pilgrimage to Winchester	To explore this ancient tradition as a means for deepening faith	<ul style="list-style-type: none"> Missions Vision Group to prepare all aspects of the Pilgrimage, and advertise 	May 2019	Completed Total of 9 people involved in the walk and a further 8 joining for Evensong at Winchester

Fund (formerly known as the Bishop of Guildford’s Foundation); the Foundation for Relief and Reconciliation in the Middle East; Grassroots Trust; and Bible Society. At year-end a donation was sent to each of these.

During 2020 we will continue to promote and support the Koens family in Papua New Guinea and the work of Christian Aid. As in previous years we will observe Sea Sunday. We will also continue to support Guildford Town Centre Chaplaincy, Friends International, the Foundation for Relief and Reconciliation in the Middle East and the Bible Society. To these we will add support for United Society Partners in the Gospel, Matrix Trust and Five Talents. Other opportunities will be taken to support The Bishop of Guildford’s Community Fund and A Rocha International, which encourages churches in eco projects overseas. We trust this is an encouragement to all members of the congregation as well as a challenge to become more involved and supportive of the wider mission of the church.

Peter Nicholls
Chair, Mission Vision Group

Pastoral Vision Group

Pastoral care at All Saints is offered through the Pastoral Vision Group, which comprises trained Pastoral Assistants and Pastoral Friends, and via our Church Groups (formerly known as Small Groups). Our vision is that All Saints will be a caring, loving and supportive church; and one which offers that same care to those in our local community – and particularly residents at Dray Court.

The Vision Group is led by the Incumbent, and encompasses our two trained Lay Pastoral Assistants (Marguerite Barclay and Richard Hemingway), and six Pastoral Friends (Jean Reed, Diana Reiblein, Richard Pointer, David Barclay, Carolyn Nicholls and Susan Groves). It meets six times a year, for support and supervision by the Incumbent, and the Church Group leaders attend three of those meetings. Between us we are able to offer pastoral visits, hospital visits, home Communions, emergency care, and funeral follow-up, alongside the regular care offered in the Church Groups.

We recognise that the Church Groups at All Saints provide a key aspect of our church’s pastoral ministry, as well as offering opportunities for fellowship and growth in faith. At present there are ten Church Groups: The Barnabas Group; the Sharing and Learning Group; the Friday Group; the 18+

Group; the Men's Lunch and Coffee Group; the Hard of Hearing Group; the Welcome Group at Dray Court; the Wednesday Lunch Group; the Local Community Prayer Group; and the Prayer Breakfast. Several of these groups have grown over the past year, including Men's Lunch and Coffee Group, which serves an increasing number of more senior men from both our church and the local community. Food, and eating together, are a focus of several of the groups, offering a ministry of hospitality to all who attend.

I'm grateful too to the Coffee Team, led by Sara Truman, which offers tea and coffee after the 10am service on a weekly basis. This ministry offers hospitality to the whole congregation, and allows people to get to know one another better, and to feel they 'belong' at All Saints. On occasions where there are Baptisms this is a big undertaking! I'd like to thank the Coffee Team for enhancing our welcome and pastoral care to regular church members and newcomers in this way.

Revd Beverly Watson
Chair, Pastoral Care Vision Group

Premises Vision Group

This group deals with all maintenance and upgrading of four areas: the church, the hall, the field and 6 Thorn Bank. In the past year there has been much attention on the maintenance aspects of the church and hall. In January, a full day was spent painting the whole inside of the church with many parishioners (and the Bishop of Guildford!) taking part.

In March, work was carried out by a structural engineer to try to ascertain the potential causes and effects of the signs of subsidence around the chapel area of the church. The engineer's report suggested that we continue to monitor movement in the area for three years before taking any further action.

The next main task was to remove the potential trip hazards on the approach to the front of the church. The paving slabs were re-laid and the drainage grills realigned.

A new sound system was installed under the supervision of Simon Doran.

Later in the year, in preparation for the opening of the Resource Library, it was found that the flat roof over the proposed library area was leaking and

being merged with our own library books. This is a significant new resource for us, as we seek to encourage spiritual growth and development at All Saints.

And finally we have begun a parish-wide 'Worship Review', to address changing patterns of attendance at our services. While some services have been growing, others are static or slightly declining. At present the Worship Vision Group are reviewing the 75 responses we've had to a Worship Survey, and we look forward to learning from those responses and seeking the Lord's way forward for us in the years ahead.

To summarise: It's a rich pattern of worship, which is developing as time goes by; and one which I feel privileged to lead. My prayer is that we will continue to worship the Lord together in the Spirit and in truth (John 4:23) in the years ahead.

Revd Beverly Watson
Chair, Worship Vision Group

The Green Team

During 2019, the Green Team worked hard to gain the bronze Eco-Church award for All Saints. The Eco-Church scheme run by A-Rocha, helps us ensure that we are caring for God's earth in different areas of our lives and work. The scheme measures us in these different areas:

- Worship and teaching
- Management of church buildings
- Management of church land
- Community and global engagement
- Lifestyle

In October, we measured as bronze in all of the categories and so were awarded the bronze award. In some of the categories, we are already at silver and gold, so we will be pushing on to obtain our silver award in 2020.

Our environmental responsibilities as a church and community are key and will need to remain a focus at All Saints. With this in mind, the Green Team has now become a new 'Eco Vision Group', with Alison Moulden as Chair, and will report to the PCC as do the other Vision Groups. Please do speak with Alison if you'd like to be part of the group.

Trish Tye
Green Team Lead

Festivals (Harvest, Christmas, Easter), and throughout the year, both in the schools and also at All Saints. Recent additions have been Prayer Spaces and Messy Church; and by far our largest service of the year (some 650 people) takes place at the Cathedral, for Queen Eleanor School's Carol Service.

A further encouragement was the pilgrimage to Winchester which took place in May this year. A group of walkers from All Saints were joined by members of another church, and made the pilgrimage on foot over three days. This was a wonderful event, culminating in Evensong at Winchester Cathedral.

Behind the scenes of public worship lies our daily practice of Prayer. Morning Prayer takes place on Monday, Tuesday and Wednesday mornings (at 9.15am). Prayer continues during the Thursday Communion Service at 9.15am, and at the Prayer Breakfast on the second Saturday morning of each month (8am). Members of the Pastoral Team take Home Communion to those who are housebound or ill, continuing this ministry of prayer and worship in a very personal way. We engaged with the Archbishop's Call to Prayer, Thy Kingdom Come, between Ascension and Pentecost; and offered prayer during this time. This rhythm of prayer undergirds all we do as a church.

Another significant ministry is that of our Flower Team, ably led again this year by Sue Hemingway. The team quietly produce wonderful displays, both for our Sunday Services and for special occasions – particularly Easter, Harvest and Christmas. I'd like to thank the team for their gracious ministry.

Our worship is further supported by the courses we offer, to enable members of the congregation to grow in their understanding of the Christian faith, and to take new steps of commitment as time goes by. During 2019 we offered two Lent Courses (Rowan Williams' Being Disciples, and Paula Gooder's Lentwise), with good numbers attending both courses. We also offered a 'Lent Reflection Morning' at Willow Grange, which was well attended and appreciated by those who came. Our Church Groups also offer opportunities for study, prayer and worship, which support and nourish the worshipping life of our church. Thanks to all our Church Group leaders for their ongoing and dedicated service.

The courses we offer, and learning generally, are now supported by the extension of our Church Library during 2019. All Saints now owns the book resources from the Diocesan Resource Centre, which are in the process of

had rotted one of the existing bookcases. Remedial work has been carried out but the roof material may have to be replaced in the coming year. The area for the new bookcases was ingeniously extended by Peter Nicholls.

Much work has been done in the Reading Room with some additions for meetings held there. The ceiling and walls were painted, blinds installed and a large TV monitor, donated by Andy Wells, mounted to allow video presentations to be made. It is hoped that a new carpet will be laid once the ingress of water from the new door is stopped.

The hall has had new fascia boards fitted at its entrance. Thanks to Dave Mowat, repairs to the radiator covers have been made. A start has been made to clean all the seats used in the hall.

The field has been regularly mowed despite the vagaries of the summer weather. An area outside the side of the hall was successfully re-turfed allowing a bigger area for the Montessori children to play on.

There has been no work at 6 Thorn Bank this year.

The Group organised several work days. These sessions have encouraged members of the congregation to participate in the routine maintenance jobs and lend muscles to the bigger tasks. And finally, thanks to Dave Mowat and Peter Nicholls for doing all the fiddly little day to day work like changing light bulbs and oiling doors.

**Robin Holdsworth
Chair, Premises Vision Group**

Worship Vision Group

Worship remains central to all we do and are at All Saints, both during the festival seasons, and also in 'ordinary time'. It's the heart of our calling, and our core purpose as a church; and I'm delighted that our worship has continued to develop over the past year.

An overview of worship is taken by the Worship Vision Group, which meets five or six times a year. The Group reviews all aspects of worship at All Saints, and seeks to understand and respond to the Lord's vision for our church. It also seeks to strengthen the worshipping life of the church, through teaching courses of various kinds.

Our regular worship is overseen by me as vicar, and is supported by our Licenced Lay Reader (David Barclay), a Licenced Lay Minister in Training (Alison Moulden), and our three Occasional Preachers (Martyn Whiteman, Julie Shaw and Ryan Harding). Others take part in leadership, particularly at our 'Altogether Worship' Service on the first Sunday of each month, including our young people. One of the encouragements of this year has been seeing people grow in their leadership and preaching ministries at All Saints. A further encouragement has been the start of a 'Preaching Group' at All Saints. This group consists of our licenced preachers at All Saints, and myself. We meet every six to eight weeks to learn and grow in preaching, and to consider the ways in which preaching may develop and grow at All Saints.

A significant development this year has been the refurbishment and upgrading of the sound system. We were able to refurbish and upgrade the sound system through the generosity of congregation members, and also from grants from three organisations; the Allchurches Trust; The Rank Foundation and Surrey County Council. With the gift of generous donations from members of the congregation we raised the money to replace a worn-out system with high quality new equipment. There is now reliable sound in both the church and the chapel, and much better provision for our music groups. Thank you to Simon Doran for oversight of this project.

The majority of our worship continues to be the 8am and 10am Communion Services, which take place on the second, third, fourth and fifth Sundays of each month (also 8am on the first Sunday of the month, and BCP Communion at 8am on the fourth Sunday). These services are mostly led by the Incumbent, with visiting clergy on some occasions. Our licenced preachers all preach regularly (Occasional Preachers are licenced to preach five times per year); and members of the congregation lead the intercessions, read from the lectionary, and serve as chalice assistants, crucifers and sides people. The Sacristan team is ably led by Henrietta Harding, and prepares the church for each service.

'Altogether Worship' takes place at 10am on the first Sunday of each month; it has been good to see that service gradually become established over the course of the past two years. Its goal is to be accessible for children at all times, whilst remaining meaningful for all. The service has been led by a strong team, and we now have children worshipping regularly and taking an active part in the services – including singing in an all-age music group. We

have offered Communion on occasions at these services, which has been valued by people of varying ages.

Messy Church has developed over the past year, to include three distinct Messy Churches – at Queen Eleanor's C of E School, Onslow Infant School, and at the All Saints Toddler Group. Each Messy Church meets once a term, and is led by a team from All Saints under the direction of the Incumbent. Gradually we are drawing members of other churches to join the team. This pattern ensures that Messy Church achieves its core purpose; of offering the Gospel to those outside the church, for whom this may be the first opportunity to hear the Good News. As a result we've seen new families coming to all three Messy Churches, and we hope and pray they will become established as regular worshippers as time goes by.

Our monthly service at Dray Court is now in its fourth year; and a regular congregation, from both Dray Court and the local community, has become established over that time. The service is led by a strong team from All Saints, and also includes a resident at Dray Court. A regular pattern of services has emerged, often focussed on the Festivals; and also offering 'Songs of Praise', an Easter Communion, and other more informal 'café style' services on occasions. Members of the congregation take part in the service in an active way, choosing hymns or songs, reading Bible passages during the services, and writing poetry for the worship. This service continues to grow, and attracts a congregation of about 25 people each month.

The musical life of our church continues to embody a variety of styles, from the more traditional 'choir and organ' at 10am, to the more contemporary feel of both 'Altogether Worship' and Messy Church. We're grateful to Jeremy Barham for becoming our Choir Director this year, alongside his role as Organist of the All Saints Choir. A new development this year has been the addition of three Choral Scholars from Surrey University, who now sing with us on a regular basis. This has enabled the delivery of some beautiful music particularly during the Festivals; a high point was the 'Nine Lessons and Carols' at Christmas. Thanks go to Julie Shaw for her leadership of the music at 'Youth Led' services, and to Liz Payne for leading the music at our Messy Church services.

An area of encouragement over the past year has been within the worshipping lives of our local schools – Queen Eleanor's, Onslow Infants and the Montessori Nursery. I now lead services for our schools, both during