



All Saints' Church
Putney Common
London
SW15 1HN

ANNUAL
REPORT
2017

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Agenda for the Annual General Meeting

Sunday 18th March 2018

All Saints' Church, Putney Common

1. Introductory prayers
2. Apologies
3. Minutes of the AGM 19th March 2017
4. Appointment of the Parish Warden
5. Appointment of Church wardens
6. Election of the DCC, PCC and Deanery Synod members
7. Election of the DCC Treasurer
8. The presentation of the Electoral Roll
9. The secretary's report of the District Church Council Proceedings
10. Presentation of the Church Finances
11. Church Reports
12. AOB

**Following the Annual General Meeting there will be a brief DCC meeting
and election of DCC secretary**

**Minutes from the Annual General Meeting
Sunday 19th March 2017
All Saints' Church, Putney Common**

Present: Rev. Chris Eyden; All Saints' Church Warden, Iain Cox; Parish Warden, Clemancy Gordon-Martin; All Saints' Church Treasurer, John Andrew; DCC Secretary, David Thomson, and 49 members of the church attended the AGM.

Chris Eyden gave his address and report as the sermon during the service, a transcript of which is attached at the bottom of these minutes. It is also available on-line at the All Saints' website.

- 03.17.1 Welcome:** Chris Eyden opened with a prayer and welcomed everyone to the meeting.
- 03.17.2 Apologies:** Kate Innes and Richard Smith.
- 03.17.3 Minutes of the AGM 13th March 2016:** Louise Watts proposed and Jane Turner seconded that we accept and pass the minutes from 13th March 2016 as a true representation of the last AGM.
- 03.17.4 Matters Arising:** None were raised from the floor.
- 03.17.5 Appointment of the Parish Warden:** Clemancy Gordon-Martin was duly appointed as Parish Warden for the coming year (2017/18). She was proposed by Mike Biddick and seconded by Mary Drysdale. This appointment was supported unanimously by the congregation, by a show of hands.
- 03.17.6 Appointment of District Church wardens:** Iain Cox (proposed by Andrew Harrison and seconded by Sarah Brearley) and Kate Innes (proposed by Sophie Waring and seconded by Carolyn Biddick) were duly appointed as District Church wardens for All Saints' for the coming year (2017/18). These appointments were supported unanimously by the congregation by a show of hands.

Chris Eyden thanked both Parish and Church wardens for all their help and support.

- 03.17.7 Election of the DCC, PCC and Deanery Synod members:** Chris Eyden thanked outgoing elected and co-opted members of the DCC and PCC, Richard Smith and Mary Drysdale for their invaluable contribution during their terms of office. The following new church officers were then elected, without opposition. The election of all officers was supported by the congregation by a show of hands.
- a. **Election of members to sit on the All Saints' DCC alone:** Will Hayllar, Gemma Duncan, Matthew Salisbury and Nick Pleydell-Bouverie continue as DCC members for the coming year. Louise Herring was elected onto the DCC for a 3 year term. She was proposed by Helen Daniels and seconded by Harriet Pleydell-Bouverie.
 - b. **Election of members to sit on All Saints' DCC who are also elected to the PCC:** Rosie Taylor- Davies and Adam Daniels continue as DCC members who also sit on the PCC, for the coming year. Matthew Watts was duly elected to both the DCC and PCC for a 3 year term. He was proposed by Matthew Salisbury and seconded by Clemancy Gordon-Martin.
 - c. **Election of PCC members from the All Saints' congregation:** Sarah Thomas and Catherine Dando continue as PCC members for the coming year. Chantry Westwell was elected to the PCC for a 3 year term. She was proposed by Rosie Taylor-Davies and seconded by Matthew Salisbury.
 - d. **Election of Deanery Synod members:** Jane Turner continues as Deanery Synod member for the coming year (her 3 year term expires in 2018). The following were elected until 2020: Matthew Watts (proposed by Carolyn Biddick and seconded by Harriet Pleydell-Bouverie), Rosie Taylor-Davies (proposed by Simon Merrett and seconded by Peter Quantrill), Gemma Duncan (proposed by Jane Turner and seconded

by Lauren Thornton) and Faith Sutherland (proposed by Howard Gordon-Martin and seconded by Clemancy Gordon-Martin).

- e. **Co-opted members:** Chantry Westwell and Marianne Coates were co-opted to the DCC/PCC, as was David Thomson as DCC Secretary. These are unelected positions and these members have no voting rights.

03.17.8 Election of the Treasurer: John Andrew was duly re-appointed as Church Treasurer for the next year. Chris formally expressed his thanks to John for the excellent job he continues to do. The appointment was proposed by Nick Rowe and seconded by David Thomson. This appointment was supported unanimously by the congregation by a show of hands.

03.17.9 The presentation of the Electoral Roll: Chris Eyden presented the Electoral Roll which currently stands at 258 members. He advised that the Electoral Roll is not made up solely of worshipping members of the church.

03.17.10 The secretary's report of the District Church Council Proceedings: The Hon Secretary advised that the report of the previous year's DCC proceedings was included in the AGM report document. He drew particular attention to Rev Chris Eyden's sabbatical and Camino de Santiago pilgrimage and thanked him for the preparation and plans put in place prior to his departure. He also thanked our Church Wardens, Iain Cox, Clemancy Gordon-Martin and Kate Innes, as well as Rev. Alisa Newby and Rev. Laura Fawcett for all their hard work and dedication in ensuring the smooth running of the church during his absence. The secretary invited questions or comments; none were forthcoming.

03.17.11 Presentation of the Church Finances: The Treasurer, John Andrew, presented the report on the church finances. He summarised by stating that overall it has been a good year; giving was up 4% and there were good results from central, parish donations. The good performance was helped by there being none of the unplanned expenditure caused by the shocks experienced in 2015 (e.g. asbestos removal & Kenilworth Court tenancy issues). He advised that we are able to put money into reserves to cover items such as essential maintenance work or other investment in our church. He stated that it is good that we are showing a surplus but cautioned that things can be volatile. John thanked everyone for their commitment to regular giving.

In respect of the reserves John highlighted music (particularly Treblemakers) as an area of recent investment and investment in a children's co-ordinator as a plan for this year. Chris Eyden also highlighted the requirement for safeguarding and advised that this needs expert input to ensure it is done properly. He also mentioned that we are exploring renovating the floor by the altar.

John advised that we plan to continue with our current auditors, C N Wilkins, and that these are appointed at a Parish level.

Marianne Coates proposed thanks from the floor for the work done.

Matthew Watts proposed and Louise Herring seconded that we accept the report on the church finances. This was supported unanimously by the congregation by a show of hands.

03.17.12 Church Reports: Chris Eyden ran through the various sections of the Annual Report and asked if there were questions arising from each section; none were forthcoming. For each section, he thanked all those involved for their support and hard work throughout the year. He thanked everyone involved in contributing to the contents of the Annual Report and the running of the church and, in particular, Carolyn Biddick for compiling the Annual Report document. He also thanked Paddy Allies and Chris Woodward for all their work with the music at All Saints'. Clemancy Gordon-Martin spoke about the Wardens' report and invited questions. None were forthcoming. Chris Eyden advised that Annual Report will be available on-line and hard copies can be provided on request for those not able to access the internet.

Jane Turner thanked all our clergy for "making it work".

03.17.13 AOB: The following items were discussed:

- a. **Thanks** - Clemancy Gordon-Martin echoed Marianne Coates and Jane Turner and thanked Chris Eyden on behalf of everyone for his vision and passion and for all his work as our vicar.

Chris Eyden closed the meeting at 12:39 with prayers.

The mystic Thomas Merton, called Christians to be Holy Fools for God. I arrived back from my sabbatical on the 1st December, to find everything in such good order that I wonder whether all Saints' Putney really needs a vicar, so well had my Church Wardens, church administrator and many of you, kept our little "ship of fools" sailing on. So Carolyn, Clemancy, Iain and Kate...thank you!!

Having spent three months of last year on sabbatical, and six weeks of that walking across northern Spain, I had a lot of time to think. Many clergy go on sabbatical after 25 years of service and return only to resign from their job, and either get another one or think of retirement. I have to say, I did consider both. After almost 11 years in the Parish of Putney, moving to another church is certainly something I thought about, and retirement for me is not that far off, but I decided very quickly, that I can't afford to retire for a while yet.

I'm looking back at last year and looking forward to this coming year. There are a number of things to say about being rooted - after all, it is our Lent theme.

To be rooted somewhere is to know that this is your place. It's about sustaining and nurturing what we have, but it's also about branching out. It's about knowing that these are your people and this is your environment. The buildings you inhabit, be it your home or your place of worship, is in some way rooted in our psyche. I have certainly felt that since I returned from my travels. I'm also aware that being rooted can mean being stuck, not able to move. When we grow from our roots, the growth has to be nurtured and if we don't water it, it will die.

We have an active and busy church. I sometimes say to my friends, "I wish I was a Vicar of one of those churches you're always hearing about, you know, the ones no-one ever goes to!"

Like all of us, I have to sustain myself in my life and in my ministry, and I have to water "me" to keep fresh, to keep my outlook young. Our many activities, our church structures, our buildings, our worship, need to be nurtured, kept fresh, continue growing, both outwards and inwards.

We've most of us grown better at giving realistically of our financial resources and I thank all of you for your generosity. We need to keep ourselves financially healthy in order to do the Lord's work (which is never cheap and always needs to be paid for). There is no such thing as "church for free". We have some exciting projects that we are funding in this coming year.

In planning over the past few years, we've taken on areas for development and tried to invest in them and nurture them. Our work with teenagers has been one such development. Our Parish Assistant Tom, has persevered against the odds of teenage disinterest, and now has about 13-15 Years 5, 6, and 7 who are meeting fortnightly. Tom will leave us this year, but it is hoped, he will continue to work with the group on a sessional basis alongside a new Parish Assistant, so as to keep the group growing.

When I came to All Saints' seven years ago, I inherited a tradition of music in Worship which was of a very high standard. Both the adult and the children's choirs made excellent contributions to our weekly worship. We have continued to invest time and resources in our music and to great effect.

We contribute to the development of Anglican Church music by having our choral scholars sing within and alongside our main choir and we enjoy both an organist and an organ scholar who is "learning the trade!" We are privileged to have a great deal of talent both in Paddy Allies and Chris Woodward. So we continue to put resources into church music, and it pays off.

"Treblemakers" attracts children from right across Putney, not just children from church, but all over. That makes music a "Mission activity" and it's worth supporting and resourcing.

So now we turn our minds to our children and Sunday school. This year, we are looking at children's worship and at our Sunday school. We are designing a new syllabus to work alongside the churches year and to offer as much meaning as we can from the great Christian seasons and festivals.

This is a big project and as our Sunday school expands, the DCC has decided to employ a part time children, junior church and Sunday School co-ordinator. This person will oversee the development of our work, coordinate and recruit volunteers and ensure that our Health & Safety and

Safeguarding procedures are up to date. The DCC has approved a sum of money to employ a part-time person. The new post will be advertised across the parish as of this coming week, and I'm hoping that we can have somebody in post by the end of April.

When, after 2 years in post, Tom leaves us in July we will appoint a new Parish Assistant for our Parish and, as most of you know, Carolyn Biddick retires as Parish Administrator after Easter. Last Tuesday we appointed a new Administrator to succeed Carolyn; her name is Lottie Clarke and she will begin on April 18th. So, it's all change! I could eulogise for a year on Mrs Biddick's 10 year contribution to the smooth running of All Saints', so I'll wait a bit. One thing is certain, whether Carolyn likes it or not, there will be a eulogy and a long one!!

Junior church coordinators, choir directors, parish assistants and administrators all cost money, and you generously give of your money. This year some of it will be used in order to run our church efficiently and pass on our faith with its traditions and stories, in words and music and art, and in ways that children can understand. Ways which mean something to them in their lives. This is what is being funded out of what you give, alongside everything else that we fund across the Diocese of Southwark, through our Parish Pledge. Money needs managing, when I became vicar seven years ago, our church and our parish was in considerable deficit with little hope that I could see of ever balancing our finances. After seven years we are now able to pay our way, contribute a significant amount of money to the Diocese of Southwark and we are in the fortunate position of having a surplus this year which we will use to finance ministry. Without doubt, John Andrew our church treasurer, has played a significant role over the past few years, in getting us back into a robust financial position. Thank you John.

We've been so blessed this year with Laura Fawcett our curate who was ordained Priest in September last year. It has been a delightful experience having a young mum as a priest in the church. So many contacts and connections have been made and I look forward to another year working with her and having James and Ahanna and Joella involved in our church community.

Several things I am so thankful and proud of, without doubt, our work with homeless people has grown substantially over the past few years. Our work with work with Glass Door has become a regular part of our winter months. As well as being my churchwarden, Clemancy Gordon-Martin has to be thanked for her inspiration and co-ordination of our Monday night shelter for Homeless people in St Mary's Church Hall.

It is sometimes inappropriate to single out one person and there are many of you I know, who contributes, but I am certain you will all join me in thanking Clemancy for her extraordinary efforts and for the quite remarkable work that she does. Parish Action too, raises very large amounts of money for charities at home and abroad and each year we contribute significantly. This turns our minds away from just our own concerns and outwards towards others who need our help and co-operation. Thanks go to Zoe and Linda, and all the Parish Action team for their tireless hard work over the year, both past and to come.

I think we fall down on "watering a little bit" We need to look at the giving of our time as Disciples and followers of Jesus and for many of us, time is the most precious thing we have. Volunteering to take part in the things needed to make Church and ministry work is important; hence 'God's Labour Exchange'. I think more work is falling on the shoulders of fewer people. Our church continues to grow numerically but our volunteers seem to be diminishing.

If we don't participate, if we don't make use of what's offered and if we don't do our bit, then the beautiful church, the lovely community that so many of us say we value so much won't flourish as it should, and we could become stuck, always imagining that someone else will do the work whilst we're being busy.

We always need volunteers. We need Stewards and we definitely need more Sunday School teachers, particularly men as well as women. We need people to help in the crèche and we need people to turn up and help keep our garden beautiful. There are always opportunities to arrange flowers too. If we stop volunteering and give up, not only does the whole church grind to a halt but we are not participating in the gospel; we not doing our bit for the God we worship and profess.

I'm not being alarmist here, churches go up and down and need reminding occasionally - that's all. This church has done just that many times in its 144 years of existence. I'd like to think that it has at least another 144 years.

We spent a good part of last year marrying lovers and Baptising babies. I was very proud of our community here in July when we were able to celebrate and bless the marriage of Marinus the deputy head of our church school and Glenn his husband, here in All Saints' Church. We made history. The first celebration and dedication of a gay marriage in this church's 140 year history. Inclusivity is what All Saints' Church has stood for decades and last July we put ourselves on the line and proved it. I am very proud of everyone in this community who told me how proud they were of their church last July and there were many, many, of you who did.

Things never stand still; changes will take place. Change is written into the nature of things, but being rooted is not being stuck. It helps us get to where we need to be, and 2017 will continue to see us celebrating our present, branching out and investing in our future. Inclusive, the generous intelligent Christianity of the type we try to practice and preach here has never been more needed as our world seems to become ever more fractured, divided and exclusive. We can, and do, keep the flame alive and shining.

So, I returned from my sabbatical (I shall never have one again) and as I walked across Spain, I looked back on my time so far as a vicar and as vicar of this church in particular. I was happy to be out of role whilst I was away. I don't much enjoy being identified with the dog collar but I realised how much being a priest here at All Saints' means to me, and how much this community has become a part of my life. It's not the dog collar, it's the community, which offers me so many connections to so many people. It's being on the receiving end of so much friendship, love and generosity. It's more than a privilege to be here; I've realised that. So thoughts of moving to another church really don't take root at the moment. It would have been easy for me to move when I returned from my sabbatical and probably find myself in a situation, where the grass on the other side of the fence, was not nearly as green as the grass on Putney Common! So, for now, I'm staying with the ship of fools, of which, I am the biggest fool of all!

Like the Oscars, the thank-you's can go on! There are a million thank-you's to say to the many of you who work so hard in All Saints' and our Parish. I thank you for the many, many wonderful activities you enable in our church. For now, I will say one thank you from me, which is in weight, more than a million - thank you. For last year and the year ahead.

Thank you, all of you.

The Reverend Chris Eyden, Team Vicar

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All Saints' Church District Church Council 2017-2018

Ex-Officio Members

Clergy

Reverend Chris Eyden

Churchwarden

Clemancy Gordon-Martin

District wardens

Iain Cox

Kate Innes

Elected Members

Lay Members elected to serve on DCC

Will Hayllar

Gemma Duncan

Matthew Salisbury

Nick Pleydell-Bouverie

Louise Herring

Lay Members elected to serve on both DCC and PCC

Adam Daniels

Rosie Taylor-Davies

Matthew Watts

Lay Members elected to serve on PCC alone

Sarah Thomas

Catherine Dando

Chantry Westwell

Deanery Synod Representatives

Jane Turner (to sit on DCC ex officio)

Matthew Watts

Rosie Taylor-Davies

Faith Sutherland

Gemma Duncan

Treasurer

John Andrew

DCC Secretary

David Thomson

Church Reports

1. Worship at All Saints' Church

- **Sunday Services**

Sunday worship at 8.30am is a spoken service, celebrating the Eucharist and following the Book of Common Prayer. A short (but always relevant, thought provoking and pithy) sermon is delivered by the celebrant or occasionally by an invited guest. Those who attend are, for the most part, seated in the quire which makes for an intimate service (enhanced by the lighted lamps, especially in winter) and with the welcome increase in numbers, often requires additional chairs to accommodate the congregation. Attendees regularly reaches 20 or more in number, ranging in age from babes in arms to the retired, with an increasingly large core group of regular attendees of all ages. The atmosphere is warm and friendly, and welcoming to all visitors and newcomers and is perfect for those who appreciate the opportunity for quiet and reflective worship at the beginning of the day.

Sophie Mazzier

The Parish Eucharist at 10.30 am every Sunday is popular with all ages, and there is a busy, friendly atmosphere before and after the service. The choir sings on most Sundays; their anthem and music during communion is an uplifting accompaniment to worship and they lead the congregation's singing too. After Sunday school and crèche, the children join the service just before communion, many going to the altar to be blessed with their parents. Readers, intercessors, acolytes and chalice bearers of all ages assist the clergy, and there are varied opportunities for those who wish to play an active part in the service. Chris always provides thought-provoking sermons and uses his talent for organisation to keep things running smoothly. In his absence, either Laura or Richard (and formerly Ailsa) will usually celebrate. Once a month there is a family Eucharist for all ages, with children taking part and the Treblemakers junior choir singing. Every Sunday a group of stewards is at the door to help people to their seats if necessary, to welcome newcomers and to make sure everyone has all they need for the service. Coffee, tea and biscuits are served afterwards at the back of church, an opportunity for all to get to know each other better.

Chantry Westwell

Sidespeople, Chalice Assistants and Sacristans play an invaluable part in the smooth running of Sunday and other services at the church. Sidespeople collate the service, hymn books and leaflets, meet, greet, usher and generally assist the congregation from the beginning of a service to end. Currently there are 44 volunteer Sidespeople, 24 Chalice Assistants and 4 Sacristans. We are very grateful to them for all their hard work.

Carolyn Biddick

Servers: What a great way to be part of the worship at All Saints!

We now have 28 Servers at All Saints' Church, ranging from Adults who serve with their children, to children who are in Year 3 of Primary School. Servers are required on average once a month, and the rota is produced three times a year. Servers start their serving initially as Acolytes, they progress to Crucifer and then on to Book holder. Training is given in all roles, and extra support is given to younger servers who are new to serving.

We have five Servers who help out on an ad hoc basis, usually during school holidays. Holiday periods are often difficult to cover, so if you feel you could help during these times, but do not wish to be a regular server, I will gratefully add you to our ad hoc list. We are always looking for new volunteers. If you feel this may be a way in which you could support All Saints' please contact me for more information via my email servers.allsaints@parishofputney.co.uk.

Alex Corner

- **Music at the Parish Eucharist**

The last 12 months has seen music at All Saints' continue to flourish in all its forms. Our two choirs (Adults and Treblemakers) have continued to provide high quality choral music at Sunday services through the year. Our monthly Evensong has become even more embedded into the fabric of what we do, and this year for the first time we added a specially-designed Advent service. At the Easter and Christmas services we welcomed brass and percussion players (playing special arrangements by Chris Woodward) to further enrich the music for these occasions.

A major highlight of the year was the Adult Choir's trip to sing a weekend's services at Norwich Cathedral in October. This was to my knowledge the first visit of its kind by All Saints' Choir. The weekend was successfully both musically and socially, and I received a message on the Monday morning afterwards inviting us to return.

As ever, I'm grateful to the whole music team: Christopher Woodward (Assistant Director of Music), Eric Chan (Organ Scholar), Amanda Ng, Emma Pelkiewicz, Jack Yates, Sam Loveless (Choral Scholars), and of course our volunteer singers, whose talent and commitment represents a huge asset to the church.

Patrick Allies Director of Music

- **Children's worship**

All Saints @ 4 is a fun and successful part of our outreach to local families with children. Once about every six weeks, we meet in church on a Sunday afternoon to sing songs, hear stories, pray, play and much more besides. AS@4 runs along the lines of the popular 'Messy Church' model of worship, and attracts families from around the local area. A sizeable number of attendees are not regular churchgoers and thus AS@4 forms an important part of our outreach. The theme of each session is tied to the liturgical calendar and includes a fun and informative talk from Chris as well as a number of songs played by our superb Assistant Director of Music, Christopher Woodward.

AS@4 is a collaborative effort and is only able to run as well as it does thanks to the support of our wonderful parents who help with craft activities as well as banking and serving refreshments. We owe a debt of gratitude to each one of them. Thank you!

James Hughesman

Sunday School Sunday School continues to thrive at All Saints'. There are in excess of 100 children on the registers, split into four age groups (preschool, Reception, Y1, Y2/Y3 and Y4-Y6). Attendance is variable week to week, but averages at around 8-10 children in the younger ages, and around 5-7 in older groups.

The aim of Sunday School is to help children discover who God is, what he is like, what he does, and gain a clear and age appropriate understanding of Christian values and beliefs. A range of methods, including reading and storytelling, craft and games, cookery, as well as Godly play strategies, are used in our teaching of the bible to support understanding and encourage reflection and questioning. At least once per

term, each age group is provided with the opportunity to participate in a Godly Play session to further enrich their spiritual thinking and learning.

There continues to be a dedicated and committed core team of 32 teachers who have worked extremely hard to ensure that children within our congregation are able to enjoy the benefits of Sunday School on a consistent basis. There have been three new teachers welcomed to the Sunday School team this year and recruitment remains an ongoing priority.

In 2017, a new post of Children and Junior Co-ordinator was created by All Saints' Church to develop the resources offered to children and young people in the church community. In consultation with the Clergy, it was decided that the priority for the post was the provision of Sunday School and development of our own tailored teaching programme. This programme is currently being implemented and feedback from children, parents and Sunday school teachers has been positive.

In the 2018 / 2019 year, there will be continued advancement and review of the All Saints' Sunday School programme. The development of a behaviour management policy will also be undertaken in the next year with a view to link this to into training of the teaching team. The production of a comprehensive handbook for teachers and a parenting pack remains part of the long term strategy for the expansion and improvement of All Saints' Sunday school programme and work on this will begin in 2018.

Many thanks to all of the team who consistently put so much of their time, enthusiasm and thought into preparing and leading our Sunday School.

Jackie Davis

Godly Play Godly Play is a core component of Sunday School at All Saints' with sessions timetabled for each age group at least once a term. The storytelling, wondering and free reflection within Godly Play allows children of all ages to actively engage with the Biblical stories, liturgy and themes of our Christian faith. The new Sunday School curriculum has been developed with Godly Play in mind and they complement each other well. Godly Play stories are chosen to reflect the Church season and we ensure reflection materials are varied to allow children to develop their thinking in different ways. To demarcate Godly Play from typical Sunday School sessions, it takes place in a physically different space. This is usually the Scout Hut. This space was unavailable for much of 2017 as it underwent much needed refurbishment and we are grateful to the Sunday School team for being flexible during this time. An unintended consequence is it did allow us to trial Godly Play outside on sunny days and this proved successful and an approach we may consider as an option again in the Summer. Godly Play is an accredited storytelling approach and we currently have ten accredited Godly Play teachers amongst our Sunday School teachers. Some of these teachers, along with Chris Eyden and James Hughesman, also deliver Godly Play to pupils from Year 2 to 6 at All Saints' School. We continue to work closely with St Mary's Church to develop Godly Play further and have formed links with the RE teacher training team at Roehampton University to share our experience and resources. In 2017, training and development included fully training one Sunday School teacher and enabling two Sunday school teachers to attend a one-day training workshop. In 2018, this includes a one-day introduction workshop at St Mary's Church, Putney and further opportunities for full accreditation. Godly Play is a wonderful way to nurture faith and we would be delighted to hear from anyone interested in learning more about it. Please contact Daisy Gardener at gardenerdaisy@gmail.com.

Daisy Gardener and Patricia Harrison

The crèche. It has been my pleasure to co-ordinate the crèche volunteer rota again this year.

The crèche continues to provide a valuable service during the Sunday Eucharist for worshipping families with young children up to 3 years' old. Attendance fluctuates, but we always host at least a couple of children, and often have 10-12 customers!

We aim to support the congregation by providing space in a welcoming environment to take active children while their families participate in the service. Toys and books are shared amongst the young charges while the adults can listen to the service via speaker.

Our 11 crèche volunteers have been fantastic this year; all are CRB/DBS checked and are well-established within the All Saints' community. It would be nice to have a few more volunteers this year, so that the volunteering commitment is not too onerous for any one person. We keep records of all children attending the crèche, noting whether or not their parents stay with them during their visit.

In 2017 we relocated the crèche into the more spacious room at the back of the church, which has been a very successful and popular move. We continue to consider other measures to enhance this service and increase our information about the families who rely upon the crèche each week. The crèche's wide selection of children's toys and books requires auditing and maintenance, which is undertaken at regular intervals throughout the year. We have also added information about the crèche on the Church's website: this, along with regular appeals for help at the Sunday Eucharist, has served to attract more volunteers and provide parents of young children with more information about the crèche service we provide.

Alexandra Rhodes, Crèche Co-ordinator

- **Weekday Services**

Weekday Morning Prayer

Morning Prayer is held in the quire of the church each weekday morning. It begins at 9.15am and lasts for about 25 minutes. It is led by members of the Clergy, the congregation and the Parish Assistants. It comprises of bible readings, psalms and prayers. The content varies according to the day of the week and the season of the church year. It is a wonderful way to focus your time and attention on seeking God's plan for the day ahead.

Clemancy Gordon-Martin

Thursday 10.00am Child Friendly Eucharist

During school term time at 10.00am we hold a family friendly short service with communion gathered together on a rug. Using songs with actions, child friendly prayers and bible stories - sometimes with puppets or props, this is a wonderful way for children, parents and carers to engage with the church and worship themselves. Lively Christian music is played before the service and during the playgroup that follows. There is a regular group of attendees, many of whom also attend Sunday services and often newcomers who are made to feel very welcome.

Kate Wallace

- **Baptisms, Weddings and Funerals**

Last year 17 children under the age of 12 years were baptized; 13 children from All Saints' were Admitted to Communion; 6 couples were married at All Saints'; 1 couple had a Blessing; 12 funerals were conducted at the church, and 2 were conducted at a crematorium.

Lottie Clarke

2. All Saints' Church and the Community

- **Curate**

Ailsa's leaving in June 2017 means that this year has been full of new challenges and learning opportunities. Thank you to everyone who has been so supportive, especially to Chris, the pastoral assistants and office staff as I have sought to manage St Mary's Church day-to-day during the interregnum period.

Moving to the parish property in Deodar Road in August has helped significantly in my ability to manage my time and workload. Great thanks go to Chris Eyden, Clemancy Gordon-Martin, Kate Innes and Richard Holman who worked so hard behind the scenes to make this move possible.

As well our usual Sunday worship and mid-week services we have had a significant number of Weddings, Baptisms and Funerals this year. Midweek pastoral opportunities have increased. In addition to the Toddler Groups and Wednesday Lunchtime Eucharist we have experienced a growing number of vulnerable people coming into the church midweek for food, shelter, prayer and a listening ear. This has also identified just how vital our work with Glassdoor is in providing a shelter in the winter months.

Both with Ailsa and since her leaving, we have developed creative worship and special services in the Parish including the prayer campaign for "Thy Kingdom Come" and services for Healing and Reconciliation at Caritas. Additionally, this year saw the start of Advent Contemplative Eucharists (following in the pattern of our Lent Contemplative Eucharists) and a service for those with experience of baby loss in January. It has also been important to be able to extend a monthly service this year to Mount Court Sheltered accommodation. These special services could not have run without the additional time, help and expertise of our pastoral assistants and volunteers.

It has been a joy to be further involved with St Mary's Primary School, becoming an ex-officio governor during the interregnum and seeing the school gain Outstanding in its SIAMS report which remarked on its "distinctiveness and effectiveness of the school as a Church school with a strong Christian ethos... deeply rooted in Christian values". It has been a privilege to work with Cheryl and the team. Leading assemblies, Communion services and the new Tuesday lunchtime club for Year 6's have all been wonderful opportunities to nurture and encourage the children of St Mary's as they continue in their adventures in faith.

Discipleship has been an area Ailsa led us to grow in, outlined in our MAP. This has been supported by the Lent Book Sermon Series and additional small groups including our confirmation group and a new midweek bible study group at All Saints'. There is still more potential for us to meet together midweek for fellowship opportunities to encourage us in our Christian lives together. No doubt Discipleship, Mission and other

aspects of our development will continue to be strengthened under the leadership of our new team Rector, Rev'd. John Whittaker.

I have been able to learn and be supported by so many during my curacy at the Parish of Putney, thank you all so much. I am currently asked several times a week when I might leave, however those asking usually reassure me that this is because they'd rather I didn't go! The nature of Curacy is that it is only temporary, but who knows how long this adventure has left - God is with us, I'm enjoying it, and it's good to know others are too!

Rev'd Laura Fawcett

- **Parish Assistant**

Pastoral Assistant Work

It has been my absolute pleasure to work in the Parish of Putney this year and I cannot believe that I am already half way through. My ministry has been hugely varied, ranging from taking part in the Thursday Toddler Eucharist to having tea and cake with the regulars at the Senior Social. I take a very active role in the life of our church and am 'on duty' most Sundays as a deacon, intercessor or sacristan.

A particular joy has been my task of increasing the numbers at Evensong. I have worked hard to raise the profile of the monthly service by adding our details to the Choral Evensong website as well as sourcing free publicity in the form of 1000 professionally produced flyers which will be distributed throughout the local area. I have also re-instated the post-service sherry which means that we are able to offer hospitality to our loyal congregation which continues to grow and contains a sizeable number who, but for Evensong, do not attend any other services.

My role extends beyond the churchyard and it has been wonderful to spend time at our outstanding school by taking assemblies and spending time in the classroom. I have also had the privilege of visiting parishioners in their home to administer Holy Communion and to provide companionship to those members of our community that struggle to make it to church owing to sickness or infirmity.

I have been hugely supported in my role by many members of the All Saints' Community – too many to name, but special thanks must go to my wonderful landlord and landlady Alastair and Amanda for welcoming me into their home, my fantastic colleague Lottie for all of her support in the office and to Clemancy and Carolyn for their abiding patience and guidance as I settled into my role.

Last, but by no means least, I would like to formally thank Chris for his constant mentoring and support.

This truly has been a most wonderful experience and one that I shall never forget – here's to the next six months!

Youth Work

An important part of our ministry as Pastoral Assistants has been to continue growing the UNDERGROUND Youth Group that we inherited from our predecessor Tom Dumbell. The sessions that we held towards the end of 2017 were successful but we discerned that, although we were providing a fun environment for the young people to enjoy, we were missing an opportunity to provide a spiritually enriching experience.

Following a period of reflection, we re-launched in 2018 with a new programme of events aimed at Year 6 children which has gone from strength to strength: our last session had double the number of students that we began with in January. Each UNDERGROUND event now has a specific theme linked to the liturgical calendar and offers children a fun and thoughtful way of engaging with each other and the Christian faith. UNDERGROUND is in good shape to be handed over to our successor at the end of this school year.

James Hughesman

- **Music**

Treblemakers 2017 was the busiest year yet for the church's Children's Choir, Putney Treblemakers. A particular highlight was the Children's Choirs' Festival we hosted in May which brought together three south-west London school choirs. As well as allowing our choir to sing to a large, supportive audience, this concert raised almost £5,000 towards Christian Aid with some 100 children singing in All Saints' on a warm Saturday evening. July saw our Summer Concert and BBQ where we said goodbye to three Year 6 members and James Tweedie (Year 3) who left us to take up his place at Westminster Abbey Choir school. Although a loss for us, we were delighted that he was leaving us to join this fine school and choir.

Christmas was busy with the usual services but also with a performance of Britten's notoriously tricky 'Ceremony of Carols' accompanied by the professional harpist, Zuzanna Olbrys. Britten was a strong theme of last year's music, with two performances of his cantata, 'St Nicolas' back in November as part of the 'Community in Music' project, admirably spearheaded by Donna Cox. Here again, we were accompanied by some fine instrumentalists (and a particularly large percussion section!). Many members of the community made up the adult choir and this brought together keen local musicians, however, credit must go to the Treblemakers who held the treble line solidly and performed this complex work with aplomb. Jo Coker kindly organised local Carol Singing around the streets of the parish and again, raised a healthy some of money for the church's three charities and we finished-up with more carols in The Spencer.

The choir's musicianship has gone from strength to strength (as has the membership with some 38 children singing weekly) and the complexity of the repertoire tackled last year is testament to the choir's talent, skill and dedication. A further example of this talent and commitment was Charlotte Moore's performance in the final of BBC Young Chorister of the Year - a huge achievement for a girl at the very bottom of the age entry requirements. I was so proud to hear 'All Saints' Putney Common' on BBC Radio 2 when the competition was broadcast shortly after the recording in Manchester and Charlotte's singing sounded equally brilliant both live and recorded.

Particular thanks must go to the parents of this loyal group who are unfailing in their support and encouragement, and crucially, getting their children to rehearsals, services and concerts. Above all of these concert and social opportunities however, the weekly rehearsal and worship that we offer children across Putney can easily be forgotten. They can sing freely in our building each week and I hope that they perhaps know the presence of God in some small way. Children's voluntary attendance at church will continue to be a challenge, but I remain confident that church music is a vital part of our outreach and continues to inspire this generation of young singers.

Christopher Woodward, Assistant Director of Music.

To mark their 20th anniversary the **1885** Singers gave 3 special concerts.

I had commissioned Peter Foggitt (the last Director of Music of All Saints') to set Solomon's Song of Songs. Peter composed a work both stirring and beautiful which we premiered on 26th March, the exact date of our first concert in 1997.

In June some of the Singers travelled to Malvern, Worcestershire to perform Belshazzar's Feast by William Walton with the Malvern Festival Chorus. Both choirs benefitted from singing with new friends. We were made very welcome, and a link was established which lead to a 'return match'.

This was when some of the Malvern Chorus joined us in St John's, Smith Square to sing Elgar's Dream Of Gerontius. Our world class soloists and choir of 100 made this a very memorable occasion.

Our Christmas concert raised over £1000 for Glass Door and our Christmas busk raised £500 for the homeless of Rio. We are now developing links with one specific choir of homeless Rio singers.

The 2017 Knitting concerts were well received and money was raised for 6 different charities. There is not a series this year; concerts are being organised on a 'one off' basis. After 13 or more years it was felt that a break was needed.

The church continues to be used as an exam centre for the Associated Board of the Royal Schools of Music, and local music teachers favour it as a venue for Pupils' concerts.

Alison Hunka

- **Events@ All Saints'**

A big thank you for to all the volunteers who have given up their time to help organise, cater and support the many events during 2017. We are hugely dependent on volunteers' time leading up to the event and on the day in order to put on the varied social and community functions that are enjoyed throughout the year.

We are a friendly and resourceful team who work closely together to make events happen. We were delighted to welcome some new members to the team this year and are always keen to recruit more!

Over the last year we supported our traditional events and some new additions, overall they included the Pancake Party, Mothering Sunday Daffodil tying, Lent Brunch, Easter Garden, Christian Aid Car Wash, Parish Picnic, Fireworks Evening, the Parish Christmas Fair and the Carol Service. We are always open to new ideas and formats and begin 2018 with closer integration with Parish Action.

Louise Herring & Nichola Hammerton

- **Home Group**

All Saints' bible study group meets fortnightly on Friday between 10.30am and 12pm. We study a wide range of materials from the gospels and biblical commentaries to current examinations of Christianity and the social issues it raises. Our discussions are usually lively and we always start with coffee and end in prayer.

Amanda Cameron

- **Pastoral Care Team**

In 2017 the Pastoral Care Team has continued to offer support to church members and the wider community. This has included home and hospital/nursing home visits to the lonely, elderly or ill, shopping and meal preparation for people unable to leave their homes and small maintenance and gardening jobs. We continue to provide transport for people who would otherwise be unable to attend church. We are increasingly taking people to hospital appointments and staying with them while they see the doctor as a 'second pair of ears'.

On Sundays the Welcome Team, a small dedicated group, are at the back of church before and after the 10.30 family service to recognise and welcome people who are new to the church. We are very aware that this first impression of All Saints' is vital if we are to be the friendly, welcoming church to which we aspire.

During the year a number of welcome drinks parties have been held. They create an informal opportunity for people new to the church to meet more long standing members as well as each other. These events are held in our Vicarage which offers a perfect space for entertaining both in the summer and the winter.

Clemancy Gordon-Martin

- **The Toddler Group**

Following the Thursday Eucharist, a Toddler Group runs from 10:30-11:30am during school term time. The children start the session with a communal, healthy snack sitting around tables before going to play with a range of toys, books and games. Parents and carers are served tea/coffee and biscuits in the kitchen area by a rota of enthusiastic volunteers. After snack time, there is a craft corner alongside the play area where children can make something to take home, often linked to the church calendar. We end the session with group singing of nursery rhymes and songs.

The group is well attended with a high number of regular visitors both from the church community and those who may not yet be current worshippers. Children range from new born - preschool age.

Kate Wallace & Verity Lovick

- **All Saints' Church of England School**

All Saints' School has continued to prosper this year. Academic Attainment and Academic Progress continues to trend well above both local and national averages. Academic performance is only one aspect of the school and over the last few months considerable effort has been deployed in refreshing the school's longer term strategic plans and separately in understanding the impact on school finances as the National Funding Formula is implemented. On behalf of the Board of Governors, we would like to thank the Headteacher, her staff, our parents & carers, our pupils and all those who support the school.

Alec Boulton and Charles Roberts, Co-Chair of Governors

- **Book Group**

We have had another successful year of reading and discussing a wonderful variety of books which include: The Shepherd's Life: a tale of the Lake District by James

Rebanks, Scoop by Evelyn Waugh, Black Box Thinking by Matthew Syed, A Man of Good Hope by Johnny Steinberg, Swimming Lessons by Claire Fuller, Shakespeare: The World as Stage by Bill Bryson, The Underground Railroad by Colson Whitehead. We meet every six weeks and the discussions and chats are often lively helped by a glass or two of wine. The Book Group has been going since 2007/8 and still has many of the original members - a testament to its success.

Oriane Haldane

- **The Senior Social Group**

The Parish Senior Social Group is a weekly fixture organised for the benefit of the more senior members of Putney's community, and anyone over the age of 60 is warmly invited to join us. We meet every Monday morning between 10am and 11.15am at All Saints' Church.

A group of enthusiastic volunteers bake and buy cakes and biscuits, and set up and run the sessions where we chat over coffee and cakes, laugh, form friendships, support each other and share birthdays.

In 2017 our Seniors also enjoyed 3 lunch outings to the Tolworth Carvery, an old fashioned tea party at St. Mary's to celebrate Queen Elizabeth II turning 90, and a slap up Christmas lunch on their own table at St. Mary's. Our lovely volunteers helped transport them and looked after them on these occasions. We are grateful to The Pest House Fund whose financial support makes these outings possible.

Currently we have 12 volunteers on the rota. Many of us have attended the safeguarding training and have signed up for first aid courses.

Working alongside us, MOASS (Men at All Saints) continues to visit male members of our local community and organises lunches at The Sun Inn in Barnes.

The number of Seniors attending remains steady at 12ish per week. Some have dropped off, but new members have joined in 2017.

On 7th March, the volunteers are meeting to discuss how things are going and brainstorm new ideas. For any further information, please contact Sarah Barron on: barron.sarah@hotmail.co.uk

Sarah Barron

- **Parish Action**

Overview

This committee was established 12 years ago with the intention of raising parish awareness in social issues relating to health, justice and poverty both locally and globally. It provides the vehicle for practical action by assisting nominated charities working in some aspect of these areas, however we have widened the field of interest to include charities who provide hope through provision of food, education and shelter. Selection of our chosen charities is made in consultation with the congregation via a parish-wide survey every three years, the most recent being in 2017. Each selected

charity is assisted through fund-raising at dedicated events during the year for a period of three consecutive years, although some have had a longer tenure. Charities where volunteering opportunities are possible are particularly encouraged.

The Parish Action committee has a minimum of two representatives for each charity, one based at each church. Heartfelt thanks to the members of the committee and to all those who have kindly given money, time, donations in-kind and volunteered and helped in numerous un-sung ways.

Charities

Bishop's Lent Call last year supported the theme 'I was hungry...I was thirsty'. Funds raised in our diocese helped with food security in Zimbabwe, Matabeleland, Masyingo and Manicaland through projects addressing gathering of water, donating seed, training in market gardening at local schools and training in farm responsibility, sustainability and diversity.

Locally the Lent Call supports Faith in Action which operates the Homeless Drop-In Centre in Merton for the homeless and vulnerably housed; Deptford Reach which is a crisis intervention centre and the Daniel Spargo-Mabbs Foundation which works to stop the damage done by drugs to young lives.

Christian Aid works globally to eradicate poverty and provides practical and effective assistance to tackle the causes and effects of it. The charity works pre-emptively in areas identified as being in great need to try to avert emergencies but also reactively during traumatic times and offering longer term support and help to find solutions for the local people in the aftermath. Christian Aid believes in life before death and is part of a global movement for change. Our parish works together with churches of all denominations in Putney to support this charity with a door-to-door envelope drop. We additionally organise a car wash, a concert and collection buckets at tube stations and our church schools. We have possibly supported this charity since 1947!

Diocese of Southwark Fairer Share Scheme supports churches and communities in deprived areas of South London. This enables every parish to have clergy when they might not otherwise be able to finance this.

Glass Door is London's largest emergency shelter and provides a safe, warm place to sleep for more than 100 homeless people per night every winter in St Marys' and other churches. Glass Door also provides longer term assistance to help guests build more stable futures giving them time and space to develop relationships and trust. The charity promotes respect, dignity and the ethos that all people have value. The bonfire and firework display at All Saints' and the annual sleep out on the streets of London provide funds for this cause.

Hestia provides refuge from domestic abuse and also works to combat human trafficking across London and the South East. They run three refuges in Wandsworth for women and children. Last year, Hestia provided a safe home and empowering support to almost 9000 people. The charity also assists older people to stay active and healthy, ex-offenders to make a new start, people with physical disabilities to live

independently, young people to access advice, education and training and also provides recovery support for drug and alcohol dependency.

Home-Start Wandsworth provides invaluable support to our local vulnerable parents thereby giving young children a better start in life. Families suffering from mental or physical illness, social isolation, debt, bereavement, domestic violence or addiction are all eligible for support and training to help improve their confidence in creating better lives and empowering them to make positive choices and a more promising future for their children.

Vulindlela Guardians is a charity based in Bulawayo, Zimbabwe and cares for the orphans of AIDS victims and children who have nobody to pay their school fees. The money we raise goes to pay their school fees and to finance a feeding scheme for the children at the Vulindlela Centre in Bulawayo.

The Parish Picnic is the main additional event that supports this charity but individuals may also sponsor an orphan via a mydonate page. The parish started to support this charity in 2007 and they are in their last cycle of tenure to end in 2020.

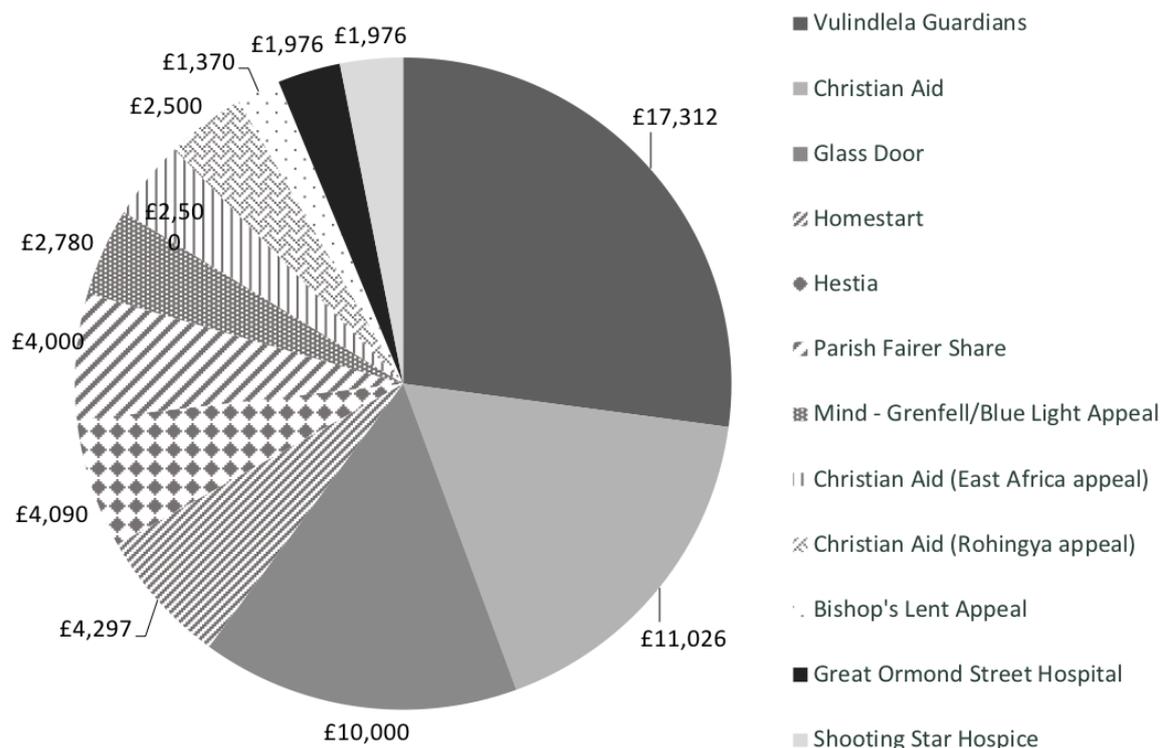
Hestia and Home-Start came to the end of their tenure in 2017 and we have introduced a new local charity Regenerate.

Regenerate is a local youth and community-based charity that fosters positive transformation in the lives of young people, 8-25 years, and their families. It supports people who may be experiencing financial hardship, behavioural or educational difficulties, unemployment, antisocial behaviour or being at risk of involvement with gangs and crime. The people who run this organisation are from within the Putney and Roehampton community that they are now supporting. It is anticipated that the main fund raising event for this charity will be the Christmas Fair, but we will be discussing other ways to support this fantastic charity from the beginning of their tenure and will be assessing imaginative ways in which to do this.

Fundraising and Finance

The Parish Ball sported the lively theme of Moulin Rouge last November and raised £25,000 for the Parish Action charities. Enormous thanks are due to Linda Hayllar and her team, and especially Nikki Cornfield, Andrew Grocott, Vanessa Gibson, Madeleine Hardiman, Sarah Binder, Lucy Denyer, Camila Lewis, Laurent Gibb, Will Blake, Paul Jessop and Isabella Chaloner for their unstinting service at this event which raises the majority of the funds that Parish Action can allocate. Whilst ticket sales cover costs it is the silent auction and other activities that provide us with the much needed finance for our charitable work. Thank you to all of you who so kindly donated prizes and supported the event by attending on the night and may I encourage you all to come again!

Parish Action - 2017 totals donated - £63,126



Rosie Taylor-Davies (Chair) and Richard Phipps (Treasurer)

3. The Church, Buildings and Grounds

- **Safeguarding Report**

The Safeguarding Officers for All Saints' Church, Putney, are currently Mari Watson (nee Hayes - Young People and Vulnerable Adults) and Jackie Davis (Children), who is covering April Mundy whilst she is on maternity leave. The role of the Safeguarding Officers is to provide support to the pastoral team regarding issues relating to the safeguarding of children, young people and vulnerable adults. Their role is also to act as a link between the team and any parishioner who may wish to raise a safeguarding query.

They ensure there is a confidential and neutral space in which a concern or query can be raised, which is then passed onto and given consideration with the Clergy Team (as appropriate). The Safeguarding Officers can be contacted directly via parish email accounts to ensure that queries and concerns can be raised and discussed in a timely, safe and confidential manner. Their email addresses are available on the Parish website.

Due to confidentiality it is not possible to talk about specific cases. However, it is important to note that there have been a small number of safeguarding queries raised during the last year, which the Safeguarding Officers alongside the Pastoral Team have had to address. These have also been in consultation with the Diocese as and when required. On all occasions there has been a satisfactory resolution of issue

raised, and where needed measures have been put in place to minimise reoccurrence of the said concern. The Church always seeks to ensure that the best interests of all those involved in such cases are kept at the heart of any action taken.

The Safeguarding Officers, along with Rev. Chris Eyden, completed a Diocesan Safeguarding Audit in March 2017 and through doing so identified a number of actions to ensure the Church continues to remain in adherence with 'A Safe Church' - the Diocesan safeguarding policy and procedures document. This included the rolling out of safeguarding training for all volunteers, tightening up and extending the procedures and requirements for DBS checks for volunteers and revision of the storage of confidential information so as to full comply with data protection requirements.

Since September 2017, over 110 volunteers from the Parish have attended the C1 safeguarding training, which the Diocese has made a compulsory component of becoming a volunteer in the church.

The training programme aims to raise awareness of how to identify and report concerns and highlights whom to contact in order for them to be addressed appropriately. The training promotes discussion about the roles that different volunteers within the Church community have, as well as the potential issues regarding safeguarding that could arise. It is hoped that this enables participants to feel more confident in raising concerns or queries with the Safeguarding team, have increased awareness of how to safeguard themselves within their role and also increase understanding of their responsibilities and accountability within the role.

Moving forward, the parish is in a position to offer this training to several times per year (or as required) as Jackie Davis has been trained to deliver this and is able to prioritise running sessions within the Parish of Putney. It is hoped that within the next 12 months all current volunteers within the Church will have received appropriate training. The aim will then be to offer the training twice per year to new volunteers.

The C1 training sessions have also resulted in identification of some 'local' training and policies that are specific to groups within the Church. The Safeguarding Officers, in collaboration with the wider team, are looking at how to best develop and offer this as soon as is practicable.

The Church continues to remind all volunteers and staff that they are required to undertake and remain up to date with the DBS criminal records check, and ensure they are fully versed in safeguarding as an essential part of their role. In coming months there will also be the introduction of applications and additional disclosure forms for all new volunteers, in line with the requirements of The Diocese of Southwark.

The Pastoral Team are continually mindful of safeguarding issues and remain vigilant. They also encourage members of the congregation to feel able to raise any concern, however small, to ensure that the Church continues to be a safe, supportive and nurturing environment.

Mari Watson and Jackie Davis

- **Health and Safety**

In 2015 Nick Pleydell-Bouverie was appointed as the church Health & Safety Officer and a Health and Safety Audit of All Saints' Church, Putney was completed, as required for the Church's Insurance Policy. Nick liaised with the All Saints Fulham Church Safety Officer, to take advice on the requisite steps to be undertaken, and templates and forms to be completed for the Audit.

Nick inspected All Saints' Church with Clemency Gordon-Martin and Carolyn Biddick, and ran through the Risk Assessment and Policy Documents for their input and advice, as follows:

- A. General Risk Assessment form.
- B. Ecclesiastical Risk Assessment form
- C. Fire Risk Assessment form
- D. Ecclesiastical Health and Safety Questionnaire for ASP.

The above documents were completed, and a list of action points produced, with recommendations arising from these, all of which were presented to the DCC in late 2015.

A Health and Safety File was set up (stored in the vestry) containing all details of the above, in addition to templates for monthly and quarterly health and safety related checks (including fire and first aid equipment and systems), risk assessments and staff induction training. A number of health and safety documents have been produced which have been circulated to key holders / event and activity organisers / employees / independent contractors, and will continue on an ongoing basis.

In 2016 and 2017 Nick Pleydell-Bouverie undertook a review and update of the above process and assessments, with the assistance of Clemency and Carolyn and latterly Lottie.

An updated Health and Safety Policy Statement was produced and displayed in the church along with an updated Health and Safety file, which is stored in the vestry. There is also a Health and Safety Incident Record log in the Vestry which is checked regularly.

Nick Pleydell-Bouverie

- **Maintenance report**

As part of regular planned maintenance, the large gas heaters have been serviced, all fixed wiring checked and individual electrical items PAT tested. In addition the fire alarm system and fire extinguishers have been serviced. The light bulbs continue to be in constant need of replacement even though low maintenance, long lasting bulbs are used. The high level roundels now need refurbishment as the fittings are no longer available. The speaker system in the church requires a continual amount of maintenance, made more necessary due to the number of people who use it.

As with all well used buildings, over the year minor maintenance issues crop up and these receive attention by a band of willing volunteers.

Mike Biddick

- **Church Flowers**

The flower rota is one of those responsibilities that more often feels like a treat for the spirit - there is something very calming about creating an arrangement in our beautiful church when all is quiet. Our group of 9 long standing regular flower arrangers and 3 special occasion helpers have continued to create beautiful flower arrangements at the front of the church every Sunday this year. At Easter we arranged greenery and lilies donated in memory of loved ones to create a 'Garden of Gethsemane' for Maundy Thursday, as well as filling the church with spring flowers for Easter Sunday. At Harvest Festival we decorated the dais with harvest produce. The Christmas decorations are a highlight for all of us, decorating the Christmas tree and entire church with flowers, wreaths and candles for the many Christmas services. A huge thank you to the parish for supporting our budget, all of the ladies on the flower rota, and to Chris and Lottie for their ongoing help and support.

Nicky Taskis

- **Church Garden**

The garden continues to do very well thanks to the excellent work by John Bruen, our Thrive Gardener and our volunteers. The level of maintenance required has reached very manageable proportions and the Bonfire on fireworks night helped get rid of substantial amounts of sticks, twigs and branches (we could do with introducing a second bonfire night during the year!)

Sadly, the Box Tree caterpillars are still here and due to some "eagle eyed" parishioners noticed their return and we managed to control these and save the box hedges on the Southern side of the church. The Northern side of the Church has been affected and we will continue to monitor these plants and hope that they recover as the plants on the Southern side did.

In November 2017, the DCC accepted an offer made to churches across London that will help to green the capital, improve our air quality, and support people, bees and other wildlife by working with the community. The offer came from the Trees for Sacred Spaces campaign, supported by the Mayor of London and the diocese of Southwark, London, and Chelmsford. All Saints' received three trees in November at no charge and we are now responsible for their care and maintenance. A Strawberry, Mulberry and Crab Apple tree were all planted on Saturday 18th November and blessed by Chris the following day. The scheme also invited churches to resource trees for their community and in consultation with Mount Court we were able to procure three trees for them as well, which they were delighted with.

On Saturday 3rd February we prepared an area next to the ashes of Emilie Kwan's so that her mother and sister could plant a "Golden Celebration" rose in her memory as yellow was her favourite colour. It was a lovely moment and Faith said a wonderful prayer and we hope the rose will flourish in her memory and we have promised the first flower to her mother. There is also now a bench opposite the rose in her memory located by the hedge on the western boundary.

The hedge is being kept to a manageable level by Kim Williams who is doing a fabulous job and making sure that everyone can see the All Saints' Church in all its glory. The grass is being cut regularly during the season and some additional tasks such as laying turf along the northern hedge have been undertaken by the gardening contractors. Our many thanks to Parkgate who have sponsored this work.

The Cubs were allocated a small area alongside the Eastern Border fence for their gardening club which was appreciated and used during the summer term and we hope will be used again this year.

It has been especially gratifying for us all to see the gardens being used by the congregation and local people for wedding celebrations, relaxation, picnics and the benches being a focus for passers-by to sit and reflect or simply rest awhile.

John Bruen, our Thrive gardener, and a band of volunteers meet fortnightly on Saturday mornings between 11.00 and 2.00; our work involves digging, weeding, trimming the shrubs and spreading compost. New helpers are always welcome and strongly encouraged – coffee and biscuits provided with regular baking contributions from Alison!

Catherine Dando, Chris Slemeck, Richard Smith and Faith Sutherland

4. Church Administration and Finances

- **Warden's Report**

This year at All Saints' Church has been one of calm and gradual development particularly in areas specified in our Mission Action Plan (MAP). The MAP process of strategic planning, devised by the Diocese, aims to guide reflection on opportunities and resources available to us. This process helps to direct activities and decision making over the coming years.

The main focus at All Saints' has been in the area of children's ministry. To this end Jackie Davis was appointed as Sunday School and Junior Church Co-ordinator in the Spring of 2017. Amongst other things, she has developed a new Sunday school syllabus which is now being rolled out to great acclaim. In addition to our two safeguarding officers, Jackie's experience and knowledge in the field of safeguarding has been invaluable at a time when all Parishes are having to scrutinise their procedures and put in place training for everyone working with vulnerable adults and children.

In the autumn two Parish Assistants were appointed. Steve Emerson works principally at St Mary's while James Hughesman has concentrated his time at All Saints'. One of their main areas of responsibility has been to continue to grow the work of the early teen youth group "under the arches" at St Mary's. It is an ongoing challenge to engage this age group as they move from primary to secondary school. James has also been involved in maintaining the close links that we have with All Saints' School.

On the music side, our children's choir, Putney Treblemakers, led by our Assistant Director of Music, Chris Woodward, has gone from strength to strength. Up to 40 local children meet together every Thursday evening in term time and have put on musically varied and excellent concerts. The choir also sing round the piano at All Age Services and at our Carol Service. Community in Music, comprising both children from the church and from the wider community, performed Britten's St Nicholas in the autumn. We were lucky once again to have the talented Donna Stirrup producing the production.

If you thought that All Saints' was only a place of worship on Sunday you would be wrong. During the week it is also a busy place hosting a variety of activities, some religious and some secular. For example the Associated Board of the Royal School of Music regularly holds their music exams in the church, the Senior Social Group is active every Monday morning, and the church becomes a playgroup on Thursday

morning following a short Eucharistic service for mothers, fathers and carers. We welcome the Catholic community on a Saturday night for Mass. All Saints' is the home of the 1885 choir and it is also regularly used for external concerts. All Saints' School holds regular Eucharist services in church as well as their Carol Service and Leavers Service in the summer. As many of you will know, it is also the place to go on election days when we become a polling station. During Advent and Lent regular Wednesday evening candlelit services are held – a time to take stock and listen for the word of God. Every weekday morning at 9.15 Morning Prayer is said in the quire – an opportunity to set your sail for the day ahead. Then, of course, there is our beautiful Carol Service which year by year exceeds all our expectations. Other services mark special occasions in the liturgical year with music chosen by our Director of Music, Paddy Allies, and sung by the church choir with our four choral scholars, accompanied on the organ either by Chris Woodward or Eric Chan, our organ scholar.

Every other Saturday you find our All Saints' gardeners tending the flower borders – our church garden remains our pride and joy and, as soon as the sun comes out, it is lovely to see people sitting on the commemorative benches soaking in the beauty and peacefulness of the surroundings. For the last three years Parkgate Estate Agents have supported us in many areas, both financially and as volunteers, including the upkeep of the gardens, allowing us to employ contractors to carry out the maintenance work such as grass cutting and hedge trimming. Unfortunately, as the housing market in SW15 has dipped they have retrenched to Richmond and are no longer able to sponsor us, but we are very, very grateful for their generous support. We are actively exploring replacements for this important financial contribution and would welcome any suggestions from the congregation.

Our year would not feel complete without two annual events which we hold in the garden. The Parish Picnic when, maybe tempting fate, it never rains, is an opportunity for the whole Parish to come together for outside worship. Once again this year the incomparable fire eating Juggler John used his magic to proclaim the word of God. Picnics followed with barbecues manned by the Celtic Singe, tea tent, Pimms for the adults and bouncy castles and other inflatables for the children. All profit from the day went to Vulindlela Guardians, one of our Parish Action charities, supporting children orphaned by AIDS in Zimbabwe. In November we celebrated our Patronal Festival, starting in church with the children dressed as super heroes, we processed to the sound of a jazz band playing "when the Saints go marching in", to the south side of the church where a huge bonfire was lit before an impressive firework display with mulled wine (adults only again!) and hotdogs for all. All the profits were donated to Glass Door Homeless Charity, under whose auspices we run our shelter at St Mary's during the winter months.

2017 saw the departure of our Rector, Ailsa Newby, who left us after seven years to become Canon Pastor at Ripon Cathedral. Because of the structure of our two churches we did not see Ailsa regularly down 'our end' but her wisdom and vision for the parish as a whole will be much missed and we wish her well in her new exciting position.

Thanks to the hard work of our clergy, Chris and Laura and our two Parish Assistants, plus our lay readers, the interregnum has felt remarkably like "business as usual" but we now look forward to welcoming the Rev'd. John Whittaker from St Mary's Hinckley in Leicestershire when he joins us in September.

There have been other changes in 2017. Carolyn Biddick, who has been a tour de force as Church Administrator for 8 years, retired at Easter. Carolyn was the go-to person in all situations and seemed to be able to juggle dozens of balls at one time

without ever dropping one. It is lovely for us that she remains Sacristan so we will still see her regularly. Quietly, but with the utmost efficiency, Lottie Clarke has stepped into the job. Lottie worships at All Saints Fulham so we will not be seeing her on a Sunday, but she is very much in control of all the back office work which happens Monday – Thursday in the Vicarage.

Another behind-the-scenes change is that, after 25 years, Matthew Salisbury has stepped down from organising the Stewards' rota – an extraordinary jigsaw puzzle which needs to be completed each month to ensure that every service has people to open the church, read, intercede, steward and assist at the Eucharist – that's a lot of moving parts and he completed it over 300 times. Thank you Matthew. Carolyn Biddick with her new found freedom has taken over the role.

We also bade a final farewell to Brenda Bowen in August this year. A Putney resident all her life, she worshipped from childhood in the Parish and was, for many years, Church Warden. Brenda died peacefully on July 7th aged 86 and her funeral was held in this, her church.

As always, we would like to say thank you to all of our congregation who give of their time in so many ways. Firstly to the members of the DCC, the managing board of All Saints'; to all those who make sure the services run smoothly; act as Sacristan, teach and care for our children while we worship; serve coffee, cook for church events; maintain the church building; make the church look its best with flowers and polished brass; and more. You know who you are – thank you.

As we write, we await the Met Offices promise of snow, ice, wind and arctic temperatures, but there are snowdrops in flower in the church garden. They can push their shoots up through frozen ground and even in flower can survive sub-zero temperatures.

Thank you God for this church and for your amazing creation.

Clemency Gordon-Martin, Iain Cox, Kate Innes

- **DCC Report**

All Saints' Church's District Church Council (DCC) is responsible for the daily running of the Church and the funding of the Church's activities and maintenance, as well as raising money for the diocesan fund. It comprises a total of 17 members (including co-opted members) plus the vicar and Deanery Synod members. The DCC met 6 times in 2016-17 since the last AGM.

It has been another busy year for All Saints' and the DCC thanks Rev'd. Chris Eyden, Rev'd. Laura Fawcett and Rev'd. Ailsa Newby, and the whole ministry team for their continued inspiration, enthusiasm, hard work and commitment throughout the year. The DCC particularly wants to acknowledge the additional workload placed on Rev. Chris Eyden and Rev. Laura Fawcett during the interregnum, following Rev. Ailsa Newby's appointment to Ripon cathedral.

We welcomed our new Parish Assistants, James Hughesman (All Saints') and Steve Emerson (St Mary's), following Tom Dumbell's departure. They have both settled in well and we thank them for their hard work and enthusiasm.

The grounds and gardens, continue to draw very positive comments and the DCC would like to thank all those involved in their upkeep. Due to tough trading conditions

we were sorry to see the end of Parkgate Estate Agents' sponsorship. We thank them for their support and involvement with our church community.

While there have been no headline maintenance or compliance issues this year, the DCC would like to thank Nick Pleydell-Bouverie for his on-going work ensuring we are up to date with our Health & Safety requirements, as well as Mike Biddick, and his team, for their involvement with the maintenance of our buildings.

Our finances continue to be in excellent order thanks to the tireless and meticulous work of Treasurer, John Andrew.

Maintaining the exceptionally high standard of music at All Saints' is an important element of our ministry and outreach and the DCC would like to thank Director of Music, Patrick Allies, and Assistant Director of Music, Chris Woodward and our organ scholar, Eric Chan, for all their vision, enthusiasm, dedication and extraordinary talent in helping achieve this.

Treblemakers continue to flourish, both leading our worship at Sunday services and also performing concerts. We have continued to invest in our music.

The DCC would particularly like to welcome Lottie Clarke, who has replaced Carolyn Biddick as All Saints' new administrator. The DCC would like to thank Lottie for all her hard work and efficiency.

All members of the DCC have worked hard over the past year but we are particularly grateful to those members who stand down from their various offices.

David Thomson – DCC Secretary

- **Electoral Roll**

As of 1st March 2018 the number of people on the Church Electoral Roll is currently 277.

During the period March 4th to April 8th the current Electoral Roll list will undergo a full revision. The current lists will be displayed in both churches to enable them to be updated/revised.

During this period members of the congregation are invited to complete the necessary forms if they wish to be on the current Church Electoral Roll.

The updated / revised Church Electoral Roll numbers will be reported to and ratified at the APCM at the end of April 2018.

Angela Holman, Electoral Roll Officer

- **Financial Report**

All Saints' Church made investments in our mission during 2017, taking on a pastoral assistant (rather than a share of one as before) and a children's worker, as well as sharing the cost of bringing Laura closer to the churches during the interregnum. As a result of these measures that were not in our budget for the year, we did not meet that budget, but rather utilised some of the significant surplus generated in 2016.

We managed a solid 3% improvement on the high levels of giving achieved in 2016 and carefully managed our budgeted costs. We continue to invest more in music and

the high standard is much appreciated. We have four choral scholars and an organ scholar in addition to our director and assistant director of music. Our investment in the Treblemakers choir brings in children and their families who otherwise might not visit and they have performed at several concerts during the year including a very successful concert for Christian Aid involving multiple choirs.

Our garden is looking great as we have trimmed the growth lower down on the trees surrounding it and in the coming year we plan to pollard these for which we have set aside funds already. We no longer benefit from sponsorship of the gardens by Parkgate, but action is underway to secure a replacement sponsor. We are grateful to all those who help to ensure our gardens are well cared for, including Faith Sutherland, Catherine Dando and Richard Smith. We hope you enjoy the gardens all year around.

We go into 2018 with the aim to do more of the good works that your giving supports and much of this is described elsewhere in the annual report. We plan significant work on the floor of the church over the summer (funded from our reserves) and seek to maintain a pastoral assistant for each church throughout the year. We also contribute to the work of the Diocese (including its payment of our clergy). We maintained our pledge to the generosity based Diocesan Support Fund for 2018, despite expecting reserves funded deficits in both 2017 and 2018 due to the investments we are making, and will soon consider whether we should continue to do so or replenish the reserves we have been using.

The unaudited income and expenditure of this church for the year ended 31 December 2017 resulted in a deficit of £7,660 on over £210,000 each of income and expenditure. This was below our breakeven budget as explained, but less than the 2016 surplus of £12,909 and therefore effectively covered by the reserves from that surplus.

Stewardship: Giving increased by a steady 3% in 2017, even after the effect of a shift from plate to standing order giving. This was particularly pleasing as it showed the success of the stewardship campaign from late 2016 in the face of the absence of Chris on his sabbatical. We are keen to maintain the momentum and further increase giving to allow us to increase what we spend on ministry, including Pastoral Assistants and our Children's worker. The 2017 stewardship campaign focused on both encouraging regular givers to increase their donations and on ensuring new members of the congregation are brought into the planned giving scheme. During 2017, 143 people gave regularly by standing order. There were 9 new donors (average £30 per month), and 8 donors ceased. Less than one sixth of the rest (21 donors) increased their monthly gifts by a total £213 per month. While the overall result was positive the low proportion increasing their gifts shows the need to encourage all those enjoying the church to give regularly and those donors who are able, particularly those giving significantly less than they might, to increase the amount that they contribute.

A big thank you to all involved in stewardship, especially Rosie Taylor Davies, and to Lottie Clarke and Jemma Taylor who have helped variously to run the church finances, maintain the financial records and do all the hard work.

John Andrew, Treasurer of All Saints' Church

ALL SAINTS' CHURCH PUTNEY
BALANCE SHEET (Unaudited)
As at 31 December 2017

	2017	2016
	£	£
ASSETS		
Fixed Assets	9,355	9,855
Cash at bank and in hand	101,816	113,473
Due from Parish Central Account	21,890	14,921
Prepayments	2,866	2,911
Accrued Income	6,654	4,069
	<u>142,581</u>	<u>145,230</u>
LIABILITIES AND RESERVES		
Accrued Expenses	5,208	9,064
Prepaid income	2,850	260
Due to Parish Central Account		
Reserves		
FOAS	14,107	12,992
Music fund	44,473	44,473
Ministry (from legacies)	20,000	20,000
General maintenance reserve	25,500	20,500
Office rent reserve	10,000	10,000
Toddler Group	1,715	1,554
General	18,727	26,387
	<u>142,581</u>	<u>145,230</u>

ALL SAINTS' CHURCH PUTNEY
INCOME & EXPENDITURE ACCOUNT (Unaudited)
For the period ended 31 December 2017

	2017	2016
	£	£
INCOME		
Direct giving	146,523	142,404
Investment income	18,869	20,758
Donations, fees, lettings, events etc	46,165	57,741
Total income	<u>211,557</u>	<u>220,903</u>
EXPENSES		
Diocesan quota	114,236	113,668
Clergy, admin	51,091	43,801
Music, maintenance, church expenses	53,889	50,525
Total expenses	<u>219,216</u>	<u>207,994</u>
INCOME LESS EXPENSES	<u>(7,660)</u>	<u>12,909</u>

A church isn't where you meet. Church isn't a building. Church is what you do. Church is who you are. Church is the human outworking of the person of Jesus Christ. Let's not go to Church, let's be the Church."

How well have we been "church" this past year?

Finance

Looking back over the year there are several highlights which have delighted and inspired me. We had an ambitious and challenging year. A Team Rector left us for Ripon Cathedral. A New Team Rector has been appointed from Leicester. We employed two Pastoral Assistants and a Part-Time Children's Worker. We have 4 Choral Scholars. Two Directors of Music and an Organ Scholar. We have a splendid Church Administrator in Lottie Clarke and a splendid Curate in Laura Fawcett. All of these things are costly, and it is crucial that we maintain our resources which means us keeping up our Giving and ensuring that new Church members know how to enter Planned Giving once they are established in the Church community. A BIG thank you, to those who have responded, for your generosity. You have I hope, been able to see the fruits of your giving this year. A huge thank you to John Andrew for managing our finances so well and to Angela Holman, Rosie Taylor-Davies and Andrew Elder for their stewardship endeavors.

Staffing

It has been a great blessing to have Laura Fawcett as our Curate. She has been invaluable in helping to run the interregnum without a Team Rector.

It continues to be fun and stimulating to have James and Steve with us this year as Parish Assistants. They are both hoping to go to theological college this year. If that is to be the case, we will say farewell to them in July and August. James, has brought to All Saints' a very mature, organised and reliable presence to a sometimes chaotic Vicar. I am grateful to him for his hard work and his friendship. Alongside Steve Emerson, James has continued to resource and maintain "**Underground**" for our group of 11-13 year olds. The group meets monthly under the Arches at St Mary's. Working with teenagers of this age is as challenging as it is rewarding, and I think James and Steve will leave a strong group to hand on when they leave in the summer.

I am the Area Director of Ordinands for the Diocese of Southwark. I have two jobs. My work managing and nurturing men and women in our Diocese who are offering themselves for ordained ministry, is as challenging as it is inspiring, and I enjoy it enormously, but it is time consuming. At present it takes up at least one and a half days of my working week.

This would be impossible were it not for Laura and James. We have a lot of change to manage as the rest of this year opens and I think we should

not take our current staffing levels for granted. We will be appointing two new Pastoral Assistants for 2018/19 and sadly for us, I received from Paddy Allies, our Director of Music, a letter of resignation last week so we'll be appointing a new Director in the late Spring. More of that later.

Mission and outreach

As well as helping ourselves, we have continued to raise money for charity both at home and abroad. It is good to see so many new people involved in the events that we organise.

Last year we saw a wonderful combined Children's Choir concert raising a significant amount of money for Christian Aid, bringing the church's Christian Aid contribution to the highest ever. Thanks, must go to Christopher Woodward for his hard work and for bringing such a fantastic event to fruition.

We have been successful in attracting sponsorship for our major events. Our All Saints' Bonfire contributed several thousands of pounds to charity in the last year as well as forging invaluable community contacts. Sadly, our major sponsor has ceased to trade in Putney and we will need to work hard at replacing them, but thanks go to Park Gate Estate Agents for many years of loyal support for this church and community.

Music

When I came to All Saints' 8 years ago, I inherited a tradition of music in Worship which was of a very high standard. Both the adult and the children's choirs, made excellent contributions to our weekly worship. We have continued to invest time and resources in our music and to great effect.

We contribute to the development of Anglican Church music by having our

Choral scholars sing within and alongside our main choir and we enjoy both an organist and an organ scholar who is "learning the trade!"

We are privileged to have a great deal of talent both in Paddy Allies and Christopher Woodward. As I've said, we will say farewell to Paddy at the end of July. I'd like to take this opportunity to thank him for his expertise, dedication and commitment. He has, without doubt, brought the level of choral singing at All Saints' to the highest of standards. Paddy is getting married in April and moving to Washington DC with his new wife in August. We wish them both the very best in their future which I am certain will be bright. Washington's gain is our loss.

"Treblemakers" attracts children from all across Putney, not just children from church. That makes music a "Mission activity" and it's worth supporting and resourcing. Christopher Woodward is a real asset and we are pleased that he will be with us for a while yet.

Thanks to him for his inspirational work, entering Charlotte Moore as a finalist for Young Chorister of the Year last year, has to be an achievement worth noting.

Igor Stravinsky said years ago "The Church knows what the psalmist knew: Music praises God. Music is well or better able to praise him than the building or the church and all its decoration; it is the Church's greatest ornament."

Hospitality

Welcoming people to our Church is crucial. Welcome Drinks are invaluable ways of introducing new comers to church life and thanks go to Chantry Westwell for organizing them over the past year. The Vicarage has been well used as a venue for Pot Parties, Sunday lunches, baptism and wedding preparation, Men's Group, DCC's and many other meetings. As of June, this year, my domestic arrangements will change. I will be moving into the Vicarage permanently and not living in Fulham as I have for 12 years. Living in a space that is used so much for church purposes will be challenging and may require a bit of re-thinking.

Pastoral care

Our Monday our Senior Social Group continues to flourish and is a delightful fixture on a Monday morning. Our Parish Christmas Senior Lunch was a triumph again.

Our care does not stop at our own doorstep. We are again, hosting and staffing, The Glass Door Night Shelter at St Mary's. Examples of our Parish caring for the wider community?

Children

Our children are our present and our future. Last year, in line with our Mission Action plan, we appointed Jackie Davis as our part-time Children's Worker and Co-ordinator. Jackie has streamlined Sunday School and overseen the introduction of a new syllabus. She has also become a Safeguarding Trainer in the Diocese. This has enabled us to comply with the ever-increasing demands of training for volunteers in "Safeguarding". We are well on track in ensuring all volunteers comply with Diocesan requirements.

We admitted 28 children to Holy Communion in February. We work each week in our School and we regularly use Godly Play. Our Sunday School grows ever bigger and so does our Creche; thanks go to all who work in it, particularly Alex Rhodes who co-ordinates it. Our All Age services continue to engage our children. Thanks to Faith Sutherland and Jo Robinson, who encourage our children to read and to lead prayers. This is an invaluable way of involving children in the Liturgy as is serving at

the altar. Thanks to Alex Corner for his continued hard work in co-ordinating our young people. Thank you, all of you who give of your time.

Worship

We have to worship, or we are merely a bunch of enthusiasts. We worship on Sunday at 8.30 am and 10.30 am and sometimes at 4.00 pm. We tread a fine line between an Anglican formal choral tradition and an open and friendly all age church. Sometimes it's difficult to do both but I am certain it is the right blend for our community and it pleases the majority, most of the time. In the C of E you can't do better than that! We worship each day at Morning Prayer.

We are one of the few churches in the Diocese who have regular lay people leading Matins. A huge growth area has been our Parent/Carer Toddler Eucharist on Thursday mornings. We have an increasing number of young Mums (and Dads sometimes), and increasingly, Nannies usually from other countries. Thanks to all you splendid Mums who help at this Thursday session and to Kate Wallace and Verity Lovick who run it.

We have a renewed enthusiasm for Evensong. Sung once a month, this beautiful and ancient service has an increasing and loyal congregation of worshippers. Our Parish Assistant, James Hughesman, has been instrumental in raising the profile of Evensong for which we thank him. Thanks to Chantry, Julie and Carolyn for their sterling work as Sacristans.

Weddings, Funerals and Baptisms

We baptize the new born, we marry lovers and give those who have died a dignified departure from this earth in the funerals we perform. (15-20 a year across the Parish)

We are well known in our part of Putney, for our ability to extend care to people who have died and to their families. This is a crucial part of our ministry and it gives the C of E its character. Whether you are a regular church goer or a church goer at all, All Saints' offers care and concern throughout the process of death, dying, funeral planning and pastoral care afterwards. This I think, is one of our major strengths.

A lot of good things happening but what could we do better?

I think we could know each other better. There are lots of opportunities in Lent to give time for God, we could do better in "The Putney battle against busyness"

We could be more willing to lead than to follow. We need people to develop beyond the occasional Sunday duty to leadership and development. Putney is talented. It should be able to happen.

However, our leadership is getting younger. This is important. The Church will only continue to thrive if younger people take on positions

of responsibility in order to develop our Church for the next generation. We are most of us "time poor" in Putney, but without the younger generation giving of that time the Church will struggle. We need to grow leaders from our enlarging 30 something congregation.

We need to think of ourselves as the Body of Christ and not just a selection of semi-detached private units who sit in the same space on a Sunday but don't know who sits beside them. I am very much looking forward to welcoming John Whittaker.

John has a passion for building friendly and integrated communities whose members nourish one another. I think we will all be nourished by his fresh and enthusiastic outlook.

One exciting new development to watch is the Men's Group started by Steve and James this year. The group will offer opportunities for men to meet together socially, spiritually and practically. It needs a name but I'm very heartened by its early success.

We need to be first and foremost a Church. A place where people find God. We are not primarily a concert venue or a Community Centre, a nursery or a social club. If we are only known for these things, or we begin to prioritise them, then we miss the point and the joy of being a Community of Christians.

All that having been said we do many things well, very well. Over stretched Mums and Dads do turn out to run and organize events. Some wonderful people contribute an enormous amount to this Church and community and I am very blessed to have such an effective team around me. Thank you.

I've known fun and frustration over the last year and doubtless I will next, but I've always felt it was more than worth it. When I look at where I am and what I do for a job, I constantly count my blessings and they are many! They are all of you. I could not do any of it with our three amazingly supportive Church Wardens, Clemency, Iain and Kate. You are my blessings. Thank God and thank you for this year past and here's to the next one, whatever change it will bring.

Finally, like the Oscars, it's time to say thank you.

People have led this Church so that you can now be a part of it. Today we say a huge thank you and farewell to Matthew Salisbury who has managed for 25 years, through extraordinary ingenuity, to create and maintain a rota of stewards. The baton has now been passed to Carolyn Biddick, God bless her!

Thanks too to all those who give of their time in whatever capacity, to those who staff our coffee bar and to Monica Blagescu, to Nichola Hammerton and our Events @ team who cater, seemingly, effortlessly.

Thanks to our flower people and Nicky Taskis who works wonders with very little money.

Thanks to all of you who work with children and those who care for the elderly, those who sing and serve and set up for our worship. Those who manage our money and serve on our committees.

Thanks to Faith Sutherland and her worthy band of garden helpers, and to Mike Biddick and Alex Corner for keeping our buildings in good order. To our Sidespeople and Readers and Intercessors! To Our Parish Action group and Rosie Taylor-Davies who has recently taken over the Chair; and those who organise the Parish Ball. Thank you. Thank you. Thank you all of you.

Church isn't where you meet. Church isn't a building. Church is what you do. Church is who you are. Church is the human outworking of the person of Jesus Christ. Let's not go to Church let's be the Church.

The Rev'd Chris Eyden: March 18th 2018