

All Saints' Church  
Putney Common  
London  
SW15 1HN

ANNUAL  
REPORT  
2018

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## **Agenda for the Annual General Meeting**

**Sunday 17<sup>th</sup> March 2019**

**All Saints' Church, Putney Common**

1. Introductory prayers
2. Apologies
3. Minutes of the AGM 18<sup>th</sup> March 2018
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 18<sup>th</sup> March 2018  
All Saints' Church, Putney Common**

**Present:** Rev. Chris Eyden; All Saints' Church Wardens, Iain Cox & Kate Innes; Parish Warden, Clemancy Gordon-Martin; All Saints' Church Treasurer, John Andrew; DCC Secretary, David Thomson, and 35 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:** Matthew Salisbury, Mike Biddick, Sarah Thomas, Marianne Coates and Howard Gordon-Martin.

**03.17.3 Minutes of the AGM 19<sup>th</sup> March 2017:** Jane Turner proposed and Rosie Taylor-Davies seconded that we accept and pass the minutes from 19<sup>th</sup> March 2017 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 (2018/19). She was proposed by Adam Daniels and seconded by Graham Shaw. This appointment was supported unanimously by the congregation, by a show of hands.

**03.17.6 Appointment of District Church wardens:** Iain Cox and Kate Innes were duly appointed as District Church wardens for All Saints' for the coming year (2018/19). 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, Adam Daniels, Will Hayllar, Gemma Duncan, Sarah Thomas and Catherine Dando 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 unanimously by the congregation by a show of hands.

- a. **Election of members to sit on the All Saints' DCC alone:** Matthew Salisbury, Louise Herring and Nick Pleydell-Bouverie continue as DCC members for the coming year. Ollie Todd and Sarah Thomas were elected onto the DCC for a 3 year term.
- b. **Election of members to sit on All Saints' DCC who are also elected to the PCC:** Rosie Taylor-Davies and Matthew Watts continue as DCC members who also sit on the PCC, for the coming year. Marianne Coates was duly elected to both the DCC and PCC for a 3 year term.
- c. **Election of PCC members from the All Saints' congregation:** Chantry Westwell continues as PCC member for the coming year. Simon Upton and Simon Killick were elected to the PCC for a 3 year term.
- d. **Election of Deanery Synod members:** Jane Turner, Matthew Watts, Rosie Taylor-Davies, Gemma Duncan and Faith Sutherland continue as Deanery Synod members for the coming year.
- e. **Co-opted members:** Chantry Westwell 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 Adam Daniels and seconded by Alex Bolton. 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 253 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 thanked Lottie Clarke for the great job she has done since taking over as Parish Administrator. He also thanked, James Hughesman, Rev'd Laura Fawcett and Rev'd Chris Eyden for their tireless work especially given the pressures since Rev'd Ailsa Newby moved on to Ripon cathedral. 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 2017/18 had been a difficult year and that although we had planned for a break-even budget, there were additional costs to cover 2 pastoral assistants and to move Rev'd Laura Fawcett closer to the churches. He stated that our reserves can cover these costs. Looking forwards we will continue to invest in the mission of the church, music and the gardens. He stated that we had lost the sponsorship of the gardens by Parkgate due to their business restructuring but that we are looking for new sponsors. He encouraged anyone with contacts or ideas for potential new sponsors to make these known. On the plus side, giving was up 3% and he thanked the congregation for this. He stated that this coming year (2018/19) will be similar and that there was planned spending on the church floor and the regular pollarding of the trees had been planned for and would come out of reserves. He finished by encouraging people to think generously.

Chris Eyden thanked John for all the hard work he continues to do.

Alistair Cameron proposed and James Penn 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 asked if there were any questions arising from each section of the Annual Report; none were forthcoming. He thanked everyone involved in contributing to the contents of and compiling the Annual Report. 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.

**03.17.13 AOB:** The following items were discussed:

- a. Chris Eyden thanked the Wardens, Treasurer, Secretary and DCC for their support throughout the year.
- b. Chris Eyden thanked Director of Music, Paddy Allies for all his hard work and inspiration to our music
- c. Carolyn Biddick thanked Chris Eyden for his friendship and leadership.

Chris Eyden closed the meeting at 12:24 with the grace.

**All Saints' Church, Putney Common.**

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 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 endeavours.

**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 old's. 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 Parkgate 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, must 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 Crèche; 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 Nicola 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.

## **All Saints' Church District Church Council 2018-2019**

### **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**

Matthew Salisbury

Nick Pleydell-Bouverie

Louise Herring

Oliver Todd

Sarah Thomas

#### **Lay Members elected to serve on both DCC and PCC**

Marianne Coates

Rosie Taylor-Davies

Matthew Watts

#### **Lay Members elected to serve on PCC alone**

Simon Upton

Simon Killick

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 on Sundays** continues to be well attended by people of all ages enjoying the chance to worship together. The choir sings to accompany our worship, including a different anthem and music during communion each week, and leads the congregation in the hymns and sung parts of the liturgy. 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. We have been lucky to benefit from the thought-provoking sermons of both Chris and Elisabeth this year, of John Whittaker in their absence and from several visiting speakers. Once a month there is a family Eucharist for all ages, with children taking part and the Treblemakers choir singing. Every Sunday a group of stewards is at the door to help people to their seats if necessary and to make sure everyone has all they need for the service; there is also someone to welcome newcomers. The service usually lasts just over an hour and then coffee, tea and biscuits (popular with the children) are served at the back of church, a time to chat and get to know new people.

*Chantry Westwell*

**Sidespeople, Chalice Assistants and Sacristans** play an invaluable part in the smooth running of Sunday (and other) services at the church. We are fortunate to have 45 volunteer Sidespeople (their duties ranging from keyholder, steward, reader and intercessor), 8 Chalice Assistants and 4 Sacristans. Sidespeople generally assist the congregation from the beginning to the end of a service, and play an important role in greeting newcomers to the church. We are grateful to them for their dedication.

*Carolyn Biddick*

**Servers:** Important roles for younger members of the congregation at All Saints'.

I would like to give a huge thank you to the thirty-one Servers at All Saints' Church, who provide an important support to our clergy. Our youngest Servers start as early as year 3 as Acolytes, and as they gain experience they progress on to Crucifer, Book holder and Thurifers. We are very fortunate that some stay with us through to adulthood, and we are thankful for the continued support from our adult servers.

As well as serving at the 10:30 Service, Servers also officiate on Ash Wednesday, Maundy Thursday, All Souls day, The Carol Service and Midnight Mass.

With thirty-one Servers at All Saints' Church, you would think that we have enough to cover throughout the year, but the holiday periods are often difficult, so if you feel you could help out but do not wish to be a regular server, I will gratefully add your name to our ad hoc list. The average commitment is once a month and the rotas are produced in four equal blocks of three months a year. Training is given in all roles, and extra support is given to younger servers who are new to serving.

I have greatly enjoyed my role as co-ordinator of the Servers rota, however, after many years, I am now at a stage where I feel I should step back from the role, and I am hopeful that someone will volunteer to coordinate the Rotas in my place. Ideally this would be an adult Server, or the parent of a Server. Please contact me for more information via my email [servers.allsaints@parishofputney.co.uk](mailto:servers.allsaints@parishofputney.co.uk)

*Alex Corner*

- **Children's worship**

All Saints @ 4 is a Sunday afternoon service for children and families. The style is very informal but welcoming, vibrant and interactive. This is similar to the popular ministry, called 'Messy Church,' in other churches. (Personally, I feel that All Saints @ 4 and the Thursday's Toddler Eucharist are similar in the sense that they both reach out to people who do not go to church often. But they are complementary to each other in terms of the fact that they attract different age groups of children.) Many parents bring their children to the event after their post-lunch outdoor schedule and before going back home for a quiet Sunday night.

The event, like an ordinary service, begins with an opening prayer, singing songs, saying a story, then telling a Bible story and blessing. Children also have a craft activity, usually related to the theme of the day, during the service. Even though the service is small, we are very grateful to have a group of volunteers who help to run and prepare the event and also invite new people to come.

*Yin-An Chen*

**Sunday School** is thriving at All Saints' and weekly attendance is good and steady.

Sunday School teaching maintains in its intensions to support children in discovering who God is, what God is like and what God does, as well as gain a clear and age appropriate understanding of Christian values and beliefs. Sunday School at All Saints' welcomes all children and actively promotes and encourages reflection and questioning and recognises and respects different views.

In our teaching, we continue to utilize a range of methods in our delivery of Sunday School, including reading and storytelling, craft and games, cookery, as well as Godly play strategies. Using this variety of methods creates the opportunity for children with a range of different learning styles to be involved and also keeps sessions interesting and diverse for attendees.

The structure of the Sunday School groups has been changed in the past 6 months, from four different year groups to three; a pre-school group, an infant group and a junior group. The change was required as the previous set up was too resource heavy in regards to teaching quota's per week and also meant that the numbers in the different groups were too varied. The new arrangement has been working successfully and the children have all adapted without difficulty. We offer each age group the opportunity to participate in a Godly Play session once per term to further enrich their spiritual thinking and learning.

The post of Children and Junior Co-ordinator continues to oversee and review the development of Sunday school activities and resources offered to children and young people in the church community. In the 2019 / 2020 year, the focus of the role will be to deliver further opportunity in regard to children and youth ministry and delivery, as well as increase collaboration with our Parish partner church, St Mary's.

All Saints' has a dedicated and committed core team of Sunday school 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 two new teachers welcomed to the Sunday School team this year. The ongoing recruitment of Sunday school teachers remains a priority. As always, a huge thank you to all of the team who consistently put so much of their time, enthusiasm and thought into preparing and leading our Sunday School and who adopt a flexible approach to ensure the successful delivery of our Children's ministry.

*Jackie Davis*

**Godly Play** Godly Play continues to be a core component of Sunday School at All Saints' with each age group having at least 1 session 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. Godly Play materials are simple in design and the lack of embellishment encourages children to be creative and interpret the lessons through their imagination. Children are given multiple craft and play media following each GP story and can chose how to express what they have learnt or felt with minimal direction. The new Sunday School curriculum has been really successful and complements the Godly play sessions well – with Godly Play sessions reflecting the church seasons thus building on the Sunday School lessons. Godly Play lessons are treated differently – with children gathered separately and asked to calmly 'enter' the GP environment – sitting in circles on the floor and in the still presence of a GP teacher who has previously set up the GP session. While we have previously run GP in a separate place in the Scout Hall – the simpler 2 group structure of the Sunday school sessions allows the choice of running the GP sessions in the Scout Hall or to remain in the school hall and on sunny days – it has continued to be successfully run outside as well. Godly Play is an accredited storytelling approach and we currently have six accredited Godly Play teachers amongst our Sunday School teachers. In 2018, our GP training continued with a one-day introduction workshop at St Mary's Church, Putney. Godly Play continues to be a delightful and calm way for GP teachers to pass on spiritual stories to children – and we are always amazed to see children listen with intent for up to 30 minutes at a time and then express their understanding in diverse and creative ways in the free-expression time thereafter. If anyone is interested in learning more about Godly Play please do contact Jackie Davis - [jackie.davis@parishofputney.co.uk](mailto:jackie.davis@parishofputney.co.uk)

*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 0 to 3 years' old. Attendance fluctuates, but we always host at least a couple of children, and often have 10-12 or more 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, books and colouring-in materials are shared amongst the young charges while the adults can listen to the service via speaker.

Due to regular appeals for help at the Sunday Eucharist, we are very lucky to have 10 volunteers who all have been fantastic this year; of course they are CRB/DBS checked and are well-established within the All Saints' community. We keep records of all children attending the crèche, noting whether or not their parents stay with them during their visit.

We continue to consider measures to enhance this voluntary 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 has benefited from several generous donations, and so requires auditing and maintenance, which is undertaken at regular intervals throughout the year.

I look forward to another great year at All Saints' Church, Putney Common.

*Alexandra Rhodes, Crèche Co-ordinator*

**All Age:** The All Age Services have continued monthly, marking occasions such as returning to school after the summer, (Backpack Sunday), Harvest, Enthronement of the Child Bishop and Mothering Sunday.

The young people have made an invaluable contribution to the services through the readings and intercessions, and have participated in the Eucharistic Prayer, and the standard of their presentation has been impressive.

Enormous thanks go to Joanna Robinson for compiling the rota for each month.

*Faith Sutherland*

- **Weekday Services**

**Weekday Morning Prayer**

Morning Prayer is said in the choir stalls of the church each weekday morning. It begins at 9.15 am and lasts for about 25 minutes. It is led either by one of the Clergy, a member of the congregation or the Parish Assistant. 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 start the day with a focus on God's love for us all.

*Clemancy Gordon-Martin*

**Thursday 10.00am Child Friendly Eucharist**

The Toddler Service was revamped in Summer 2018 to be even more child friendly e.g singing the Lord's Prayer. Rev'd Elisabeth Morse has also introduced a story box

each week with a story from the bible which is particularly well received by both adults and children.

*Kate Wallace*

## **Baptisms, Weddings and Funerals**

Last year 28 children under the age of 12 years were baptized; 10 children from All Saints' were Admitted to Communion; 11 couples were married at All Saints'; 4 funerals were conducted at the church, and 8 were conducted at a crematorium.

*Lottie Clarke*

## **2. All Saints' Church and the Community**

- **Parish Assistant**

### **Pastoral Assistant Work**

I am glad to have the opportunity to join the warm and welcoming parish team and to work and live within this inclusive and vibrant community. I work between both churches in the Parish.

During the week I start each day with Morning Prayer at All Saints' and then I go straight on to different church events and ministries throughout the week. On Monday morning I assist with the Senior Social at All Saints' with the other volunteers. We make tea and coffee and serve home-made cakes to our Senior guests and welcome them into the warm William Morris Room. On Monday evening I contribute to Theology in the Pub by organising talks, inviting guest speakers and chairing the conversation. On Tuesday morning, I help to run the Toddler Playgroup at St Mary's. I tell the story to children and build up relationships with the parents and carers. On Wednesday I assist the mid-week Eucharist and stay to have lunch with the various parishioners and visitors. On Thursday I usually work more in All Saints' running their Toddler Eucharist in the morning and then helping at the Treblemakers rehearsal in the late afternoon. Apart from these regular ministries which I attend, I am usually based in the office at St Mary's.

On Sundays, I am involved in the services of both the churches and take various roles such as deacon, chalice, reader and intercessor. I generally split my time between the 10.00 am service at St Mary's and the 10.30 am service at All Saints' and regularly attend Caritas at 6.00 pm in St Mary's. I also assist with the monthly Baptism service in St Mary's and monthly Evensong at All Saints' as well as All Saints @ 4. On special occasions, I have helped with the course for Children's Admission to Holy Communion at Epiphany. I will also help with the preparation for the Adult's Confirmation after Easter.

Additionally, I help to draft liturgies to make our congregation and services become more inclusive for children and everyone else. I provided some materials for the Advent Reflection Group and Lent Group and supported the organisation of the Inclusive Church sermon series. I have also done some creative work designing the posters to promote church events.

I am involved in the pastoral life of the parish, meeting with people in church after services or during the week. I design and lead services of themes, which is dependent

on the liturgical season of the church, in Mount Court, supported housing for older people. I visit sick and housebound parishioners at home or in hospital and bring Holy Communion to them and pray with them.

It is my great privilege to serve the Parish of Putney and I have learned a lot from what the parish has done in the last six months since I arrived. I am looking forward to seeing and learning more in the following six months.

*Yin-An Chen*

- **Church Music at All Saints'**

2018 was a year of change for music at All Saints' with Patrick Allies – Director of Music between September 2014 and July 2018 – moving to Washington, D. C. in August. I had the great privilege of serving as Paddy's Assistant Director of Music for some four years from September 2014. He was always thoroughly prepared, a great source of musical inspiration and a first-rate colleague. In his four years, Paddy did much to develop our choir and music tradition at All Saints: he introduced choral scholars to the choir and the monthly Choral Evensong sung by our own choir became a regular offering of worship under his leadership.

The last nine months of Paddy's tenure saw the choir to continue to go from strength to strength. The choir has continued to provide high quality choral music at services throughout the year, with the monthly BCP Choral Evensong continuing to attract a greater number of congregants each month. Easter Day was a particular triumph; we were joined by instrumentalists for the setting of the mass and the rousing final 'Amen' of Handel's Messiah was a fitting – and bold – way to mark the Eucharist on Easter Day.

The culmination of the choirs' work under Paddy's leadership was captured with a three-day CD recording of Christmas music (in June!). Both Treblemakers (All Saints' Children's Choir) and our adult choir joined forces to record some fourteen Christmas tracks on the Priory label. Here again, we were joined by instrumentalists; members of the parish also swelled the ranks in the singing of the great congregational carols. The disc, titled 'Rejoice and be merry', is a huge achievement for any choir. All those who performed on this should be rightly proud of the disc's quality and the achievement in documenting the 2018 sound of our choirs and musicians. Copies of the CD will continue to be on sale this Christmas and I highly recommend this to you if you have not yet listened.

Last year, we also said goodbye to Sam Loveless (Bass Choral Scholar, 2017-18), Eric Chan (Organ Scholar, 2016-18) and Jack Yates (Tenor Choral Scholar 2016-18). Eric learnt much about liturgical organ accompaniment whilst with us and is continuing his studies at The Royal College of Music. Jack served All Saints' for two years whilst studying at Royal Holloway and was a real asset to the choir. He is now working as a secondary music teacher and completing his PGCE in Cambridge (whilst also singing with the choir of St John's, College – a busy man!).

Having been Assistant at All Saints' for four years, becoming Director of Music in September 2018 was a move that felt a natural and logical progression for me, but not one that was a forgone conclusion with the post being formally advertised and interviews and auditions conducted in May 2018. That said, I was – and continue to be – honoured to be the custodian of music at All Saints'. We are immensely fortunate to be blessed with so many talented musicians and singers who give their time freely to make music to the glory of God. Whilst leading the music at All Saints' is an honour, it



is only possible because of the time that committed and God-filled people give. My sincere thanks goes to them for their weekly commitment.

Treblemakers is now in its fourth year and is continuing to offer our young children an opportunity to make music and sing with spirit and conviction. Membership of the choir continues to be equally strong, with some 35 children taken from a range of schools and meeting each week to rehearse and sing. In 2018 for the first time we sang Choral Evensong at Southwark Cathedral and several of the Cathedral Clergy commented favourably at the sound of our own children's choir. I am delighted that a number of the Year 7s have stuck with us and they continue to enjoy church music.

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. 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. Children's music at All Saints' will continue to be a focus for me.

The adult choir has swelled numbers with several new members this academic year. Emma Pelkiewicz continues as our Alto Choral Scholar and we welcomed Paul Spies as our Bass Choral Scholar and Hannah Cox as our Soprano Choral Scholar. Hannah has had a life-long connection with All Saints' and we are immensely fortunate to keep her talents for a little longer.

I am very keen to bring both our adult and children's choirs together on special occasions. The first new opportunity for this was a Christmas Concert on 20th December with a single performance of 'The Manchester Carols' by Carol Ann Duffy and Sasha Johnson-Manning. This was a huge success with a professional ensemble of 13 players, 60 children (made up of Treblemakers and Newton Prep School), Nick Rowe as the narrator and our own choir and choral scholars. This concert was a genuine highlight of the year and showed the great power of music in bringing so many together. I am delighted that this slot will become a regular feature in our musical offering at Christmas time. I am thankful that there will be more opportunities to bring the two choirs together as the year progresses.

Finally, the last piece in the jigsaw was the appointment of Josh Ridley at the very end of December as Assistant Director of Music. This is a key role with the musical life of the church since the organ is so fundamental to our worship. Josh joins us as a recent graduate of Durham University and has already made a valuable contribution.

I look forward to all that is to come in the musical life at All Saints'. I feel hugely proud to be a part of the community and lead its music. My particular thanks must go to Clemancy Gordon-Martin and Lottie Clarke for their tireless commitment and endless patience. I am immensely thankful to all those who have supported my work over the years and I look forward to many the years to come as Director of Music of All Saints' Church.

*Christopher Woodward, Director of Music.*

### **Music in the Community**

The 1885 Singers continue to flourish, rehearsing and performing in All Saints' and St Mary's.

Robert Bridge has organised several chamber music concerts, which are always well attended.

Private music teachers book All Saints' Church for their pupils' concerts. They appreciate the excellent Yamaha piano and the wonderful acoustics.

The church is also a very sought after exam centre for the Associated Board of the Royal Schools of Music. Alison Hunka is the Honorary Local Representative whose duty it is to organise a team of 9 stewards to keep the days running smoothly.

*Alison Hunka*

- **Events@ All Saints'**

A big thank you to all the volunteers who have given up their time to help organise, cater and support the many events during 2018. 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 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. During 2018 we worked more closely with Parish Action on the events for the year and had a great success at the Parish Christmas Fair with Regenerate working together with volunteers from the Parish. We begin 2019 with some new ideas and plans to bring together a craft group to meet throughout the year, making unique gifts for the events as well as providing an opportunity to learn some new skills.

*Louise Herring & Nichola Hammerton*

- **Home Group**

We meet fortnightly on Fridays at 10.30am in order to discuss a Christian book we're reading. Texts range from biblical commentaries to modern cultural studies, always with coffee and cake, and prayer at the end.

*Amanda Cameron*

- **Pastoral Care Team**

In 2018 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 am 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 am -11:30 am 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. Donations have increased steadily over the last year aided by adding the playgroup to 'Hoop' an app used by parents and carers to find local activities for their children.

We have also introduced a termly evening social for parents, which has been well attended.

*Kate Wallace*

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

All Saints' School has continued to flourish this year. Academic Attainment and Academic Progress continues to trend well above both local and national averages. The on-going process of refreshing the school's long-term strategic plan has offered us the opportunity to re-focus our vision, mission and core values. Our Christian values and vision underpin our drive for continued long term high levels of academic performance, good emotional health and well-being and sound financial position:



We encourage you to browse our website for more information on the life of the school: <http://www.allsaintsputney.org.uk/>. 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 Alan Pepper Co-Chair of Governors*

- **Book Group**

Lots of lovely and diverse book choices have given us another wonderful year. The books we have read include- Americanah by Chimamanda Ngozi Adichie, The Tobacconist by Robert Seethaler, The Trouble with Goats and Sheep by Joanna Cannon, We have always lived in the Castle By Shirley Jackson, Educated by Tara Westover, Moon Tiger by Penelope Lively, Aimez-vous Brahms by Francoise Sagan and The Song of Achilles by Madeline Miller. We meet about every six weeks and enjoy a lively discussion over a glass of wine and hope to enjoy another year of interesting choices.

*Oriane Haldane*

- **The Senior Social Group**

The Senior Social Group is a weekly fixture organised for the benefit of the more senior members of our local community here in Putney, and anyone over the age of 60 is warmly invited to join in. We meet every Monday morning between 10.00 am and 11.15 am at All Saints' Church. A group of enthusiastic volunteers bake and buy cakes, biscuits and fruit and set up and run the sessions where we chat over coffee, laugh, form friendships, support each other and share birthdays.

In 2018, our Seniors also enjoyed 3 lunch outings to The Tolworth Carvery, 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 safeguarding training and 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 remains steady at 12ish per week.

For any further information please contact Sarah Barron at 07983607811 or [barron.sarah@hotmail.co.uk](mailto:barron.sarah@hotmail.co.uk)

*Sarah Barron*

- **Parish Action**

#### Overview

Our focus is to raise parish awareness in social issues relating to health, justice, poverty, education and shelter both locally and globally by providing a platform for event ideas that support our nominated charities both financially and in partnership by promoting their work. Selection of our 6 charities is made in consultation with the congregation via a parish-wide survey every three years, the next one falling due in 2020. Each chosen charity is assisted for a period of three consecutive years at which point they can tender for one further period of tenure alongside new suggestions. Charities where volunteering opportunities are possible are particularly encouraged because we are equally interested in our journey and community as we are in the funds that we raise.

The Parish Action committee has 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 of Southwark's Lent Appeal** last year supported those in need in the Holy Land as a result of years of conflict; in our linked Dioceses of Zimbabwe at a time of national transition; and here in our own Diocese, those with issues such as homelessness, mental health and domestic violence. This event is supported by the Lent Brunches at All Saints' and St Mary's.

**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. The events to promote this charity are the All Saints' car wash, collection buckets at tube stations and our church schools and a very successful new initiative, a sponsored walk in central London.

**Diocese of Southwark Parish Support Fund** 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. The greatest proportion of money raised for this charity is through stewardship in our churches.

**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.

**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. Our dedicated event for this charity is the Christmas Fair.

**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.

**Wandsworth Foodbank** is within the Trussell Trust national network of foodbanks providing three day packages of emergency food and support to local people, and assistance to resolve the underlying causes of their crisis. Foodbank also campaigns for structural change at a local and national level to help end hunger and poverty in the UK. Our parish has partnered directly with the foodbank in Tildesley Road. Some funding was given to this charity by direct pledge through the silent auction at the Putney Parish Charity Ball and some from Parish Action reserves, however our main donation is through a collection of specifically requested groceries on the second Sunday of every Sunday. This charity does not follow the tenure process but has been established as a permanent part of our parish outreach.

### **Fundraising and Finance**

The Parish Ball sported the magical theme of Narnia last November and raised £16,000 for the Parish Action charities. Enormous thanks are due to Vanessa Gibson and her team, and especially Sarah Binder, Lucy Denyer, Caroline Dobson, Ang Fivaz, Laurent Gibb, Andrew Grocott, Rebecca Locke, Jessica Palmer and Alex Swift on the committee and also to Will Blake, Ivo Belohoubek, Berni Griffiths, Camila Lewis and Kathryn Hampton for helping from the wings. This event raises the majority of the funds that Parish Action can allocate and whilst ticket sales predominantly covered costs it is the silent auction and other activities that raise the much needed finance for our charitable work. This year we experimented with opening the online silent auction to the parish which was successful and is the avenue to pursue in future. Thank you to all of you who so kindly donated prizes, supported the event by attending on the night and assisted in so many other different ways; we are all truly grateful.

*Rosie Taylor-Davies, Chair*

## Distribution of donations & money raised

The total amount raised via the Parish Action group in 2018 was very similar to 2017 at £62,369.

Once again, the Parish Ball was the largest fundraiser during the year, raising an excellent total of £16,000. The ball money was allocated to six causes: Parish Support Fund, Regenerate, Vulindlela Guardians, Glass Door, Christian Aid, Wandsworth Foodbank. £1100 was allocated to the Parish Action emergency support fund to be used for disaster relief, as it is required.

A successful appeal for online donations to support the children of Vulindlela Guardians ('VG') raised over £7,500. In addition, VG received money from the Parish Picnic and an allocation from Baptism & Wedding collections that took place in the Parish.

Glass Door raised nearly £6,000 from their sleep out event, and received the money raised at the Parish Fireworks event.

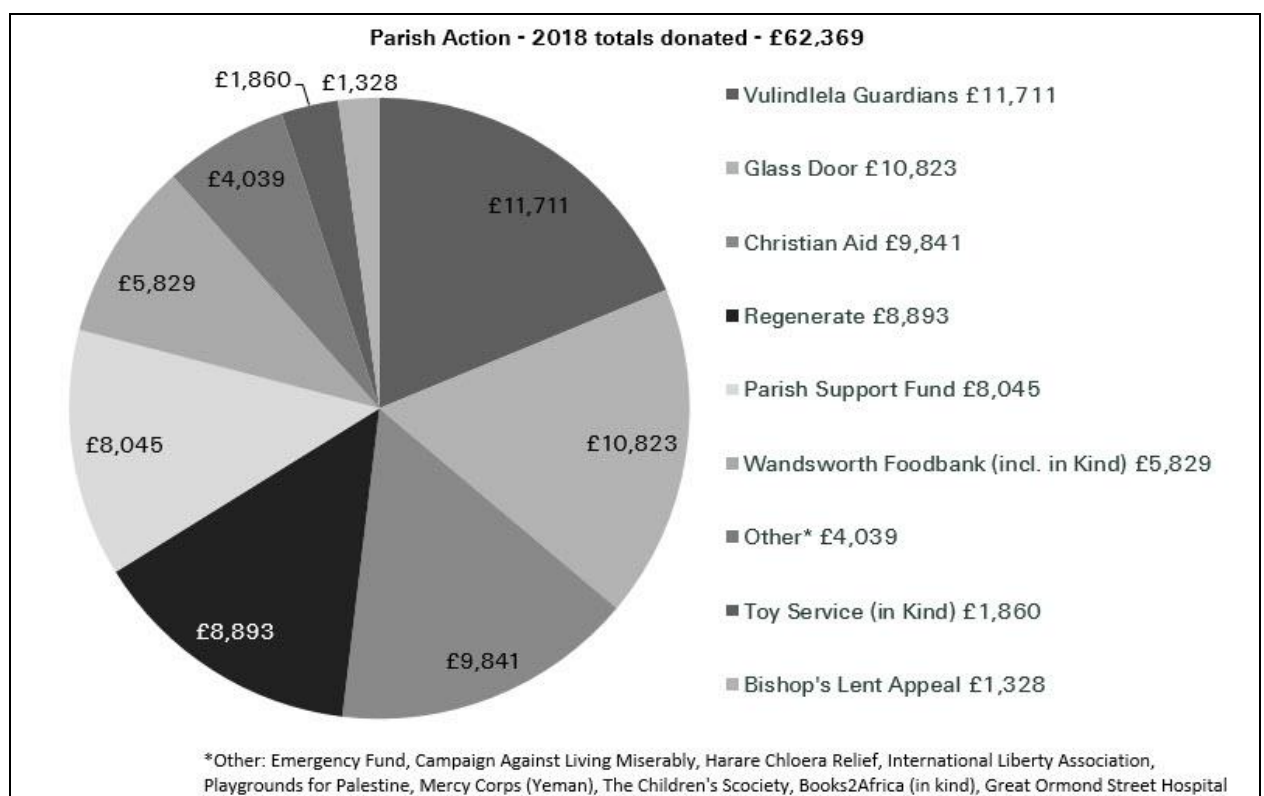
In addition to the ball distribution, Regenerate received nearly £4,000 from the Parish Christmas Fair.

2018 was the first year that the Parish supported the Wandsworth Foodbank. The regular collections of food items from parishioners were worth over £4,000.

The many toys generously donated were distributed to children via the Metropolitan Police 'Christmas Tree' appeal, and via Hestia and Roehampton Family Action.

The 2018 Bishop of Southwark's Lent appeal supported causes in Kenya, Sri Lanka, Zimbabwe and Southwark.

Lastly, Parish Action was able to support at least eight other charities, home and abroad.



*Richard Phipps, Treasurer*

### **3. The Church, Buildings and Grounds**

- **Safeguarding Report**

The Safeguarding Officers for All Saints' Church, Putney, are Mari Watson (Young People and Vulnerable Adults) and Jackie Davis (Children).

The Safeguarding Officers provide support to the pastoral team regarding issues relating to the safeguarding of children, young people and vulnerable adults. The Safeguarding Officer's role is also to act as a link between the team and any parishioner who may wish to raise a safeguarding query or concern. The officers work to ensure that there is provision of 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 or Diocese safeguarding team (as appropriate). The Safeguarding Officers can be contacted directly via parish email accounts to ensure that any matters raised can be addressed in a timely, safe and confidential manner.

Safeguarding Officer Email addresses are available on the Parish website and on the board in the back of All Saints' church. Details of the Diocese Safeguarding Team are also available in these locations.

Whilst confidentiality restricts being able to refer to specific cases, it is important to note that there have been 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 and other professionals where appropriate and required to assist in the minimisation of risks or concerns. As always, the Church seeks to ensure that the best interests of all those involved in such cases are kept at the heart of any action taken, but within the remit of Safeguarding of vulnerable person being the priority.

The Safeguarding Officers, along with Rev'd Chris Eyden, completed a Diocesan Safeguarding Audit in September 2018. We are pleased to note, that this highlighted that All Saints' in proactive in it's Safeguarding of Children, Young people and Vulnerable adults, both in regards to identifying and responding to concerns appropriately and also in regards to making Safeguarding an integral part of the Church community ethos. A vast majority of Church volunteers, along with those in paid and unpaid positions, have attended the C1 safeguarding training and this requirement is now engrained in the recruitment procedures. There has been an increase in questions about safeguarding and responding to concerns, demonstrating an increased awareness amongst those who volunteer / work in a wide range of roles within our Church community.

The Safeguarding Officers and Pastoral Team are continually mindful of safeguarding issues and remain vigilant. They also continue to 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 October 2018 Simon Killick was appointed Health and Safety Officer for All Saints' Church Putney, replacing Nick Pleydell-Bouverie who was standing down after three years in the post.



Nick and Simon inspected the church in November 2018, and then met with Clemency Gordon-Martin to review health and safety topics that had arisen during the year. Simon also met with Bernie Griffiths and Harry Gostelow, who look after H&S for St Mary's and All Saints Fulham respectively, to share ideas and information.

Simon completed the 2018 H&S audit, following the process that Nick put in place during his tenure in the role. As part of this process, Simon reviewed the following documents that were completed for the 2017 audit, and created 2018 equivalents:

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

Simon also reviewed the Fire Risk Assessment - St Mary's and All Saints Church that was created by Precision Safety Services in February 2018.

Finally, Simon compiled a list of recommendations following his 2018 audit and presented this to the DCC for consideration and approval.

*Simon Killick*

- **Maintenance report**

As part of regular planned maintenance, the large gas heaters are 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. An additional bench has been installed in the church grounds and other benches have required extra fixings where they have been subject to vandalism. An extra CCTV camera has been installed. Plans are in hand to get quotes for replacing tiles on the main church roof and repairing one of the South side buttress capping stones which has broken off. Rosie Taylor-Davies expertly managed the cleaning, the repair and replacement of the church floor tiles, and after consultation with the church members a decision was made to remove the dais. Timber planks have been fixed to cover the fence spikes in the perimeter hedge of the grounds by Kim Williams.

Finally, as part of the cyclical pollarding work carried out every 5/6 years the Lime trees bordering the church grounds have been lopped this year.

*Mike Biddick*

- **Church Flowers**

Our group has grown to 12 regular flower arrangers, and we 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. Having become aware that floral foam takes over 1000 years to degrade, we have decided to move to using chicken wire to support our arrangements. So far so good! 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 is continuing 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 once again the Bonfire on fireworks night helped get rid of substantial amounts of cuttings and gardening waste that couldn't be shredded during the year. We managed to get one half of the compost heap spread onto the garden in the late Autumn – this dated back to January 2014 as evidenced by the perfectly preserved crisp packet that was uncovered. We will also be replacing the willow picket fence in front of the Yew Tree during the forthcoming year.

The Box Tree caterpillars made a vengeful return in the summer and thanks to our observant parishioners we started treatment as soon as we could. However, the box hedges around the whole church were badly affected and we wait to see how they recover through the Spring and into the Summer. The Strawberry, Mulberry and Crab Apple Trees from “Trees for Sacred Spaces campaign” continue to thrive and are establishing themselves well.

We are also pleased to report that the “Golden Celebration” rose planted in memory of Emilie Kwan bloomed and produced two lovely sets of flowers and the family were presented with the first flower that flourished. Ashes for Gordon Hose and Jeannette Duke were interred during the year in the Southern Border and these have been marked with new plants.

Unfortunately there are a number of “youths” that have also enjoyed the benches on the South Eastern end of the Church for their own “specific recreational” purposes during the longer summer evenings and sunnier Autumn days. This has resulted in increased amounts of litter, cigarette butts and empty nitrous oxide canisters being left under the benches as well as a badly damaged (vandalised) Cherry Tree. A repair was made using wire to hold the branches together and the good news is that this tree is starting to blossom so hopefully will fully recover. A CCTV Camera has been installed to monitor the situation, however this seems to be frequently vandalised.

Kim Williams continues to do a fabulous job with the hedge and all passing by on the Common and the Lower Richmond Road can see All Saints' Church in all its glory. Kim has also installed some wooden boards (now painted green) on the exposed spikes on the old metal fence that runs through the hedgerow. 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.

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 am and 2.00 pm; 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 Slomeck, Richard Smith and Faith Sutherland*

## 4. Church Administration and Finances

- **Warden's Report**

2018 was a year in two halves for the Parish of Putney. We began the year in a period of interregnum shortlisting for the post of Team Rector in January and interviewing in February. In June John Whittaker was appointed as our new Team Rector. John, his wife Helena and their two student children were welcomed into the new Rectory in Montserrat Road in August. John was installed at St Mary's on September 1st and the Parish is already benefitting from his wisdom and his leadership.

Interregnums put great pressure on the remaining clergy, Wardens and staff in the Parish. We were very fortunate to have Richard Truss as an Assistant Priest and Laura Fawcett as our Curate, they were able to take over the majority of the services at St Mary's, ably supported by Steve Emerson, Parish Assistant to St Mary's, leaving our own Vicar, Chris Eyden, to focus principally on All Saints'. Laura left the parish in the summer to take up her post as Vicar of All Saints Haggerston and Holy Trinity Dalston. We wish Laura and her family well in their new parish, their gain is our loss.

All Saints' continues to attract people to the church through our liturgy, thought provoking preaching and beautiful music for which we continue to build a strong reputation. As always our services connected to the major festivals of Easter and Christmas attract very large congregations and our candlelit service of lessons and carols is considered one of the best. For the last four years our music has been admirably led by Paddy Allies, Director of Music, but following his wedding at All Saints' in the summer he left for Washington DC to be with his wife. We wish them both a long and happy life together and thanks to Paddy for all he did to build our musical muscle with a strong choir and a beautiful selection of choral music. Christopher Woodward who was already our Organist and Deputy Director was promoted to the position of Director of Music in the Autumn and we know our musical heritage is in capable hands. His production of the Manchester Carols in December, where our adult choir and our junior choir, the Treblemakers were joined by other school choirs and a 24 piece orchestra, was a magnificent evening of music. Choral Evensong is now a regular monthly service with an ever increasing following, it offers a very peaceful space at the end of the weekend to reflect on the week to come and listen to sublime choral music.

We continue to support our Parish Action Charities with the proceeds from the ever popular Car Wash going to Christian Aid and those from the All Saints' bonfire and fireworks evening supporting Glass Door Homeless Charity. Neither of these events could take place without the hard work of a large team of volunteers. As a result of our Christmas collections we were able to make sizeable donations to our three specially chosen Christmas Charities: Playgrounds for Palestine, Mercy Corps (Yemen) and the International Liberty Association. Once again we would like to thank Parkgate Estate Agents for their generous financial sponsorship of our church garden and their physical presence in support of our charitable initiatives. Thanks to the Parkgate sponsorship, which enables us to employ contract gardeners, and the dedication of a small group of volunteer gardeners, our church garden is a very lovely place in which to relax on one of the benches, picnic on the grass or just breath in the beauty of creation.

In 2018 we also carried out two major pieces of work, the first being the pollarding of our lime trees. It is a large and expensive undertaking which we have to carry out every 6 – 7 years. The trees looked very bare at first but, rather like human hair, they seem to grow faster once cut! The second project was the renovation of the church

floor which had remained almost untouched since it was first laid in the late nineteenth century. The work was undertaken over the summer holidays. It required almost military planning to ensure that the pews and organ could be put back into position for weddings and our Sunday services and then all taken away again so work on the floor could begin again on Monday morning. Our thanks to Rosie Taylor-Davies for masterminding the whole thing and for giving up so much of her time and energy to make sure everything went smoothly. We are also indebted to Mike Biddick and his maintenance committee for their ongoing, largely unheralded, work that they undertake in order that our gutters remain clear, our plumbing runs free, our radiators give heat and all the lights work. This year they have also had to repair damage caused by an unfortunate spate of vandalism. We would also like to thank James Hughesman, our Parish assistant until last summer, for his love of the people of All Saints' and of this church. We wish him well for his future, he leaves many friends.

As in any close community it is very painful when we lose much loved members of our congregation. This year was no exception, in January Peter Bate, who was a long standing and generous friend to All Saints', died, we miss seeing him sitting in his regular place on the back pew next to his wife Joan. More recently another hugely valued member of our congregation died after a long, hard fought battle with an aggressive brain tumour. Sue Barnes touched many people lives and we will hold Andy, Milly and Tilly in our prayers as they continue their lives without a much loved wife and mother.

So we reach the end of another year in the life of All Saints' and with it comes the news that Chris, our vicar of almost nine years will be leaving us in July, having served in the Parish of Putney for 14 years. Chris is in negotiation with the Diocese of Edmundsbury and Ipswich where he is likely to take up a role in September. It is expected that Chris will resign officially after Easter.

Chris has led us with joy, creativity, humour, intelligence, sensitivity and love and he will be very much missed – please save the date of July 21st when we will celebrate Chris's ministry with us at his last service as well, of course, with a party!

This report began by talking of an interregnum and we finish on the same theme.

We, your Wardens, would ask for your support during our own interregnum, it is easy to lose focus and drift away but please stay faithful to this church, don't stop helping in all the amazing ways that you do and, please, keep supporting your church financially, the costs will not go down. We are very fortunate to have the Rev'd Elisabeth Morse on the team, many of you already know her as she has preached and officiated regularly. Elisabeth has very kindly agreed to take our Sunday services going forward.

So, the end of an era, but with the support of Elisabeth, our Rector, John, Jonathan Haynes, our curate arriving in June and the love of Christ we will continue to be a beacon of God's light and hope in West Putney.

*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 19 members (including co-opted members and Deanery Synod members) plus the vicar. The DCC has met 6 times in 2018-19 since the last AGM.

It has been another busy year for All Saints' and the DCC thanks Rev'd Chris Eyden, Rev'd John Whittaker and Rev'd Elisabeth Morse and the whole ministry team for their continued inspiration, enthusiasm, hard work and commitment throughout the year.

We welcomed our new Parish Assistant, Yin-An Chen, known as "Ian", following James Hughesman's and Steve Emmerson's departures. Ian has settled in well and we thank him for his 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. Following last year's tough trading conditions we were sorry to see the end of Parkgate Estate Agents' sponsorship, however we are delighted that they have been able to recommence their sponsorship and 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 both Nick Pleydell-Bouverie and Simon Killick for their work over the year ensuring we are up to date with our Fire and Health & Safety requirements. The DCC would also like to thank Mike Biddick, and his team, for their involvement with the maintenance of our buildings.

A major project undertaken outside the on-going maintenance of the church in 2018 was the refurbishment of the church floor. The results are outstanding and the DCC would like to thank all those involved but in particular Rosie Taylor-Davies, the mastermind and director of operations behind the project.

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

The exceptionally high standard of music at All Saints' is a central element of our ministry and outreach. Following Patrick Allies' move to the USA in summer 2018 the DCC would like to congratulate Christopher Woodward who was promoted Director of Music. We also welcomed our new Assistant Director of Music, Josh Ridley who joined us in January. We are lucky to have such talented musicians working with us and the DCC would like to thank them both for their vision, enthusiasm and dedication. Our junior choir, Treble Makers, continues 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 thank Lottie Clarke, All Saints' Administrator for all her hard work and efficiency over the year.

All members of the DCC have worked hard over the past year but we are particularly grateful to Matthew Salisbury who has moved out of the parish and stood down from the DCC in December but has served on the DCC/PCC for many years.

*David Thomson – DCC Secretary*

- **Electoral Roll**

Every six years parishes are obliged to prepare a new Church Electoral Roll (this is the Church Electoral Roll not the Government/Civil Roll). It is six years since this was last done so a new roll has now to be prepared in time for the Annual Parochial Church Meeting on 30th April. The process is governed by the Church Representation Rules.

Accordingly, from the 27th February, all those wishing to have their names entered on the new Roll, whether they are on the present Roll or not, are requested to apply for enrolment by completing the enrolment forms. Forms will have been emailed or posted out but are also available from either St Mary's Church or All Saints Church.

The completed form should be returned to one or other of the addresses given below not later than Sunday 7th April.

The new Roll will be published and come into force on the 14th April. Between that date and the date of the Annual Parochial Church Meeting on Tuesday 30th April 2019 no new names may be added! The list will be open again after the close of the APCM.

Completed enrolment forms should be placed in the box at the back of the church or returned to:- either The Electoral Roll Officer, St Mary's Church, Putney High Street, SW15 1SN or The Electoral Roll Officer, All Saints Church, 21 Landford Road, SW15 1AQ.

*Angela Holman, Electoral Roll Officer*

- **Financial Report**

All Saints' Church had a mixed year financially in 2018. This was driven by positive increased giving with standing orders and gift aid rising 4.6% over 2017 and 2.4% above our budget. With plate giving maintained, we had a 4.2% increase in direct giving overall (by about £6,100 to £152,226). On parish assets the properties did well but parish investments turned from profits in 2017 to showing unrealised losses at the end of 2018 (our share of unrealised losses was over £4,100, hopefully significantly recovered early in 2019). As a result, total income was only up 0.4%.

We maintained our pledge to the Diocese in 2018 (at £114,258) in spite of knowing about the significant expenditures we would be undertaking in the year and after always increasing it since the Parish Support Fund was introduced. We have pledged to increase it by 2% (about £2,300) in 2019. We also increased our 2018 giving to other charities, including giving £3,000 to our Christmas charities and raising £3,240 for Glassdoor from our fireworks event.

We made investments in our historic building in 2018, improving the floor through replacement of worn, damaged or missing tiles with tiles made to match the originals and cleaning and sealing the whole floor. This is probably once in 40-50 years' work. We spent £12,850 on this and recovered the VAT as a grant from the Department of Culture Media and Sport. We also pollarded the trees which is done every 4-5 years. Both of these were covered by existing reserves.

As discussed elsewhere we had an exciting musical year including a CD recording of adult and children's choirs and a successful concert performance of the Manchester Carols with Newton Prep school, as well as regular high standard music at services throughout the year. While the CD sales did not cover its costs, the concert profits covered most of the shortfall and the overall overspend of about £1,100 was offset by expenditure savings elsewhere. We have improved procedures to manage costs of such activities better in future with the new Director and Assistant Director of Music.

Our garden is looking brighter after the pollarding and we continue to invest in maintaining this place which so many people enjoy: including at events from the Parish Picnic to Fireworks as well as for sports days and the summer fair run by the school. We are very lucky to benefit again from generous sponsorship of the gardens by Parkgate which was re-started later in 2018 and continues into 2019. We are grateful

to all those who help to ensure our gardens are well cared for, including Chris Slemeck, Faith Sutherland, Catherine Dando and Richard Smith. We hope you enjoy the gardens all year around.

We go into 2019 with the aim to do more of the good works that your giving supports. We aim to keep having a Parish Assistant and we expect to get a Curate in the middle of 2019. We plan to set Lottie Clarke up in a proper office together with the St. Mary's office in the Brewer building, enhancing how the parish team work together.

The unaudited income and expenditure of this church for the year ended 31 December 2018 resulted in a deficit of £6,517 on nearly £220,000 each of income and expenditure. This was ahead of our £10,600 deficit budget mainly due to the higher than expected increase in giving and only having one pastoral assistant towards the end of the year. The deficits of 2017 and 2018 (combined £14,000) are, as anticipated, almost covered by the surplus of roughly £13,000 from 2016.

**Stewardship:** Giving by standing order and through gift aid increased by 4.6% in 2018 and despite expecting plate giving to go down in reaction and as people carry less cash, we increased that too. We have brought in QR code giving as a technological improvement and the system works and generates a stream of giving that might otherwise be missed. We have also improved the ease with which new donors can set up or amend giving online. We are keen to maintain momentum and further increase giving to allow us to increase what we spend on ministry, including both a Curate and a Pastoral Assistant as well as our Children's worker and our giving to the Diocese. The 2018 stewardship campaign focused on both encouraging regular givers to increase their donations and ensuring new members of the congregation are brought into planned giving. During 2018, an average of 135 people gave regularly by standing order. There were 8 new donors (average £50 per month), and 14 donors ceased (average £64 per month). About one in five of the rest (26 donors) increased their monthly gifts by a total of about £340 per month but five had to reduce donations, by a total of £240 per month. The net effect of all the movements in 2018 is that we ended with six fewer donors than at the start of the year, and regular monthly income as a snapshot at year end fell by £394 (equivalent to £4,730 p.a.) This suggests a further push is needed even to maintain current levels of giving and we should 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 2018**

	<b>2018</b>	<b>2017</b>
	£	£
<b>ASSETS</b>		
Fixed Assets	8,855	9,355
Cash at bank and in hand	84,765	101,816
Due from Parish Central Account	26,389	21,890
Prepayments	2,936	2,866
Accrued Income	7,719	6,654
	<u>130,665</u>	<u>142,581</u>
<b>LIABILITIES AND RESERVES</b>		
Accrued Expenses	13,549	5,208
Prepaid income	1,600	2,850
Due to Parish Central Account		
Reserves		
FOAS	2,097	14,107
Music fund	44,473	44,473
Ministry (from legacies)	20,000	20,000
General maintenance reserve	25,920	25,500
Office rent reserve	10,000	10,000
Toddler Group	1,655	1,715
General	11,371	18,727
	<u>130,665</u>	<u>142,581</u>

**ALL SAINTS' CHURCH PUTNEY**  
**INCOME & EXPENDITURE ACCOUNT (Unaudited)**  
**For the period ended 31 December 2018**

	<b>2018</b>	<b>2017</b>
	£	£
<b>INCOME</b>		
Direct giving	152,226	146,523
Investment income	13,980	18,869
Donations, fees, lettings, events etc	46,932	46,165
Total income	<u>213,138</u>	<u>211,557</u>
<b>EXPENSES</b>		
Diocesan quota	114,236	114,236
Clergy, admin	51,392	51,091
Music, maintenance, church expenses	54,027	53,889
Total expenses	<u>219,655</u>	<u>219,216</u>
<b>INCOME LESS EXPENSES</b>	<u>(6,517)</u>	<u>(7,660)</u>



## **Vicar's AGM Report: Sunday March 17<sup>th</sup>, 2019**

Significant events in 2018/19. We started our regular Foodbank collections. On today of all days, we can remember with pride, our welcome to our Muslim brothers and sisters on Christmas Eve last year. We saw Laura Fawcett into her first incumbency in Hackney after a noteworthy curacy. Unusually, the Parish has been given another curate to train soon after Laura. Jonathan will be ordained on June 29<sup>th</sup>. I've met him, he's an ex actor, soon to be ordained. Watch out for ordained ex actors! They can be trouble!! We said farewell to two Pastoral Assistants, James and Steve as they moved on to pastures new. We appointed a new one in Ian. We said farewell to Paddy Allies after an enjoyable and distinguished four years as Director of Music. We appointed our current Director, Christopher Woodward and our new Assistant Director Josh Ridley continuing the tradition of the past 7 years, of high-quality music, at the hands of young emerging musicians. We renovated our floor. To my utter devastation, we said farewell to the platform Dais! We appointed and installed a new Team Rector, John Whittaker.

Vicars come. Vicars go. I will leave you as your Vicar on Sunday 21<sup>st</sup> of July, when I will move to Bury St Edmunds to take up a Diocesan role. This is my last AGM in Putney and, as I won't be a Vicar as such anymore, this is possibly my last ever AGM! I've chaired nine so far in this church and probably about 12 in the Parish since I came here 14 years ago.

Since last August, we are very lucky indeed to have enjoyed the ministry of Elisabeth Morse, both on Sunday and at our Thursday Toddler group. Elisabeth, as well as being a long standing and cherished friend of mine, is a fine experienced priest who has agreed to stand alongside you, liturgically, pastorally and spiritually, throughout the Interregnum. I have no doubt that you will be in the best of hands. However, Elisabeth is a priest, she's not the Vicar. Elisabeth will support you in worship and pastoral care. She won't be taking on church governance or rotas or lawns or gardens and guttering. She will need your support to make sure that the church operates practically, as it needs to, both in Sunday worship and during weekdays. I have no doubt she can count on that support.

Lottie Clarke will continue her remarkably supportive role as Church Administrator and the church office will move to St Mary's in early July when I leave the Vicarage in Landford Road.

There is a sense of an ending. But there is also a sense of a beginning. Every ending is a beginning.

It would be easy to give a valedictory address, but I haven't gone yet! I don't want to bang on about where the church has been, where it is now, and where it might go. I don't want to do the usual AGM thing, thanking everyone from the almighty herself, through the entire electoral role, to the nice man in the newsagent where I buy my milk. I think I want to say something quite different. In this brief few minutes, I want to talk about what churches are. How they become, and how they continue to flourish.

Firstly, a church is not its Vicar. Vicars come and go. Some stay for a couple of years; some for 14; some even longer. The people in the community are the resources that make a church a church. A Vicar is only as good as the people we serve. I can remember coming to All Saints' for the first time about 13 years ago. I ran the first interregnum (and two in the Parish since). I came from a church where I often had to push to get things done. I arrived here and realised that I didn't have to push so much. Things were being done by a small but very dedicated team of people. It enabled me to do the job in hand.

What is distinctive about the Church of England, this Parish and All Saints' Church Putney, is we thrive and grow on "belonging". We feel we belong, sometimes years before we work out what we believe. Our spirituality is worked out in our worship, our music, our coffee mornings, our bonfires, fireworks, parish picnics and pancake parties, in our Toddler and Senior Social groups, our Carol services, Harvest festivals and Lent brunches. We find God in chance friendships and a shared desire to "know and be known". This generous, kind and open Christianity, has been the bed rock of the C of E, long before it adopted the strapline "Inclusive church".

What I think people desire more than anything is to be "kind" and to be "kindly done to", perhaps in a way in which the world outside isn't kind to many. This desire to belong, to be kind, help out, do our bit, exists within the community and is also itself, the glue which holds the community together.

We are most certainly not a perfect community and not everybody always feels kindly done to or that they always belong. People do and say stupid things; the Vicar does and says stupid things sometimes, when he's cross, frustrated, disappointed and tired. People sometimes are unkind and Love is easy to say, but much harder to live out, and not everyone can like everyone, and life never has been a bowl of cherries, not for me at least, but I don't like cherries anyway. But, I hope, for the most part, we are a community of generous, well-meaning people, who want to be a part of the world's light and not its darkness.

We are a community of busy people too. Able people are always busy. We are a prosperous community, and prosperity makes demands on our time because it gives us opportunities and choices which poorer people don't have. Church always has to compete with so much "life" being lived. But, in whatever circumstance, the people that do the jobs needed to keep a community moving forward, are far more important to a church than a Vicar. The people being all of you.

The Vicar uses the platform created by you, the people, to inspire, to engage, to bring us together in worship, offering everything, to enable those who gather, day by day, week by week, month by month, year by year, to seek something entirely profound and unique. The rumour that God can be a reality in your lives. Journey to know that God is love. Love found in each other, in word, deed and in sacrament. Everything from the greatest to least, is itself a sacrament. An outward sign of the creative, kind and generous Love of God.

A Vicar's job is to make these connections and to nurture a community that can bind up broken hearts when necessary, rejoice when needed and reflect when perplexed.

When a Vicar has a solid base as a platform from which to work, then these things can and do happen, people can be inspired; held, and encouraged to be the human beings fully alive that God intends.

When a Vicar leaves, a Church doesn't stop being a community, it doesn't stop worshipping, praying and rejoicing. If you look back at your time here, be it 50 years or five weeks, there will be something about this church that you really value. Someone handed these things on to you as a legacy, you can hand them on to others.

I know from experience of other churches, when the infrastructure is worn down to the finger ends, it takes a new Vicar a huge amount of energy, and a huge amount of time better spent elsewhere, just to get that infrastructure back into being; whether it's church governance, or any number of essential rotas for worship planning. Whether it's Sunday school, stewards, readers, prayers, choir, creche, toddler, servers or senior group, it's crucial that it all flourishes. A church is what the people do, not what the Vicar does.

Before I cause offence and I'm accused of suggesting that people do not do enough in All Saints' Church; I know there are people in this church who do a lot, and there are people who do a bit. And, there are people who do far too much, battling against sometimes, impossible personal circumstances. I'm not going to "do" an Oscar thank you speech, and risk missing people out. So, to all of you; you who work tirelessly in order to keep our church moving forwards, worshipping God and serving our community; thank you. This Vicar could have done nothing without you.

It's really tempting to see the departure of a Vicar to be a good chance to hand over responsibilities. Maybe gradually handing over to others is necessary, but I would ask that people don't walk away too quickly, because this ship needs its crew. I'm taking the opportunity of this AGM to ask for some stability during the interregnum. The wisdom of experience in all areas is invaluable. Our tremendous church wardens Clemency, Iain and Kate have agreed to stay on for the duration of the interregnum, as has our District Church Council. We are hoping we will keep our Treasurer John Andrew too.

We enjoy wonderful things as a Church. We have wonderful worship and music. We have good children's activities and Sunday school. We have a truly stunning building and delightful gardens. We run a Foodbank and a Shelter for the homeless and we raise large amounts of money for charities each year and this list is not exhaustive. All these take work. In addition, the contemporary church is subject to rigorous Health and Safety and Safeguarding regulations, like never before. We depend on volunteers to put all of this into practice, and we are short of them.

We're running out of Sunday School and Godly Play teachers. We need a buildings Manager and a Health and Safety Officer. We need more people to lead intercessions and help with our many events.

People who have done these jobs for many years, need eventually, to handover to other people. So, before I leave in a few months' time, we are running a "**Situations**

**Vacant**” campaign for the various posts that we need to be filled, in order that the church can continue to flourish.

Since the first announcement of my leaving, I've already received kind words and generous invitations. Obviously hugely appreciated, but what would mean most to me by way of thanks, is not treats, or necessarily anything material. Your best thanks, for whatever value I may have been to you over these many years, is a willingness to “stand up to the plate” and take responsibility for things that need to be done. It makes no odds if you've been here for decades or a just few months. If All Saints' is valuable to you, and I know so many of you love this church as I do, then help it to continue to flourish. Give it your support. There is a very bright future ahead I have no doubt. We have in John Whittaker a new Team Rector with a kind heart and a huge amount of ideas and energy. You will have a new Curate in June, and I'm hopeful, you will find a fine new priest with energy and vision, as your new Vicar next year. There is a sense of an ending. But there is also a sense of a beginning. Every ending is a beginning.

I hope your new Vicar, lands on a boat that is flourishing and sailing forward confidently. I know he or she will thank you and perform better for it, in their first few years of their ministry.

To conclude; I thank you now, for all the years that we've shared, for the challenges and the fun we've had and the love I've received; and I look forward to the next few months that we still have together. If you're around on the afternoon of Sunday 21<sup>st</sup> July, drop by the church garden for a glass of wine and a crisp. It won't be lavish. Just a quiet goodbye.

I hope that I am waving farewell to SS All Saints', as she sails onwards into a confident future, leaving me on the quayside, job done.

Chris Eyden

March 17<sup>th</sup> 2019