



ALL SAINTS' CHILTON

ANNUAL REPORT FOR 2017

Background

All Saints' Chilton PCC co-operates with the Rector, the Revd Dr Jonathan Mobey in promoting in the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical.

Specifically, the All Saints' Church mission statement, which was adopted during 2015, is: "Growing God's Church, wider, deeper and closer"

We are also responsible for All Saints' Church building and Churchyard.

The Church is located on Church Hill, Chilton and a Church Office, shared with St Matthew's Harwell, is situated in the Church extension at Harwell. The main address for correspondence with the PCC is that of the PCC Secretary, 18 Latton Close, Chilton, Didcot, Oxon OX11 0SU.

The Church website is

<http://harwellandchiltonchurches.org.uk>

The PCC banks with Lloyds, Market Place, Didcot OX11 7LQ and its Independent Examiner is Jane Moreton of Harrow House, Burr Street, Harwell, Didcot OX11 0DT.

PCC (Parochial Church Council) Membership

Members of the PCC are elected by the Annual Parochial Church Meeting (APCM) in accordance with the Church Representation Rules. During the year, All Saints' PCC met five times to deal with matters pertaining to Chilton parish; one additional meeting to discuss patterns of services, and a further four times combining with St Matthew's PCC to consider matters common to both parishes. During the year the following served as members of the PCC:

Incumbent:

The Revd Dr Jonathan Mobey

Associate Ministers:

The Revd Pam Rolls

The Revd Jan Radford

Wardens:

| | |
|----------------------|--------------------|
| Mr Alex Reich | First Elected 2014 |
| Mrs Yvonne Sanderson | First Elected 2017 |

Representatives on Deanery Synod:

| | |
|--------|-------------------|
| Vacant | 3 years from 2017 |
|--------|-------------------|

Elected Members:

| | |
|---------------------------------|-------------------|
| Mr Stuart Gibson (Treasurer) | 3 years from 2017 |
| Mrs Carol Pigott (Secretary) | 3 years from 2015 |
| Mrs Hazel Benton | 3 years from 2016 |
| Mrs Liz Morris | 3 years from 2016 |
| Mr Phil Corbishley | 3 years from 2016 |
| Dr Carina Loble | 3 years from 2015 |
| Mr Steven Hale | 2 years from 2016 |
| Mrs Helen Brook | 3 years from 2017 |
| Mr John Pigott | 3 years from 2017 |

Electoral Roll Officer

Mr Gordon Cowan



All Saints', Chilton forms a Benefice with St Matthew's, Harwell. The two Churches share a ministry team comprising one full time stipendiary member of clergy,

several part time non-stipendiary ministers and various licensed preachers. The two Churches also share three paid lay members of staff covering one full time and one part-time post. Some people from Chilton attend and support Church services, events and groups in Harwell and vice versa – either regularly or occasionally. There are many other areas of sharing and co-operation, such as safeguarding, engagement with world mission, and publicity and communications. For these reasons, the lives of our two Church communities are somewhat intertwined and it not always possible to delineate strictly between them in practice. So, while this report focuses on All Saints', Chilton, there is also some reference to activity at St Matthew's, Harwell.

Committees

Given its wide responsibilities the PCC operates through a number of committees. Each deals with a particular aspect of parish life, and is responsible either to the PCC or to the Joint PCC. The committees report back regularly at PCC meetings, with minutes of their decisions and recommendations being received and discussed as necessary.

Standing Committee

This is the only committee required by law. It meets occasionally when there are urgent or emergency decisions to be made between PCC meetings. It consists of the Clergy, Churchwardens and Treasurer, with the addition of the Vice-chair and Secretary.

Finance Committee

This oversees the general financial dimensions of the work of All Saints' by monitoring income and expenditure, budgeting and reviewing the planned giving. It consists of the Clergy, Churchwardens and Treasurer, and meets in December to discuss and prepare a budget, to be presented to the January PCC meeting for approval.

Fabric Committee

The Fabric Committee facilitates the maintenance, upkeep and development of All Saints' Church building and Churchyard.

Committee members are: Alex Reich, Andrew Hayes (chair), Jeff Stopps, John Pigott and Judith Russell.

Joint PCC

The Joint PCC is a legal requirement, as the Benefice consists of two parishes, and meets as required. It comprises the Clergy, Churchwardens and Treasurers of both parishes with the Vice-chair and Secretary of each parish.

Combined PCC

For efficiency and convenience, the two PCCs regularly hold **Combined PCC** meetings, where members of the two PCCs come together to discuss matters that are common to both Parishes. Distinct from this, the

Pastoral Measure provides for a Joint PCC, (see above) separate from the PCCs of the two Churches. Meetings of the Joint PCC are generally held as part of Combined PCC meetings. As such, voting by Joint PCC members on any decisions required by the Joint PCC generally follows discussion by the Combined PCC.

The two PCCs can agree to place in the hands of the Joint PCC any matters involving both Parishes. In particular, the PCCs have delegated responsibility for the following matters to the Joint PCC:

- Safeguarding
- Staffing
- Data compliance

Safeguarding

The Benefice complies fully with national and Church of England law on safeguarding. The Benefice's **Safeguarding Officer** in 2017 was Mrs Heather House. The Deputy Safeguarding Officer was Mrs Judy Gold. The Joint PCC reviews and approves the **Safeguarding Policy** annually.

Employment

Concerned with meeting the statutory regulations around employment, reviewing the performance and development of paid staff, and recruitment procedures.

Data Compliance

In 2017, preparations began to be compliant with new data governance legislation (GDPR) by May 2018.

The PCC also has a **Health and Safety Policy**, which it reviews and approves annually. In 2017, the **Health and Safety Officer** was Hazel Connelly.

Review of the Year

Church Attendance

There are 80 parishioners on the Church Electoral Roll, as at the APCM 2017. This is 1 fewer than the previous year following the annual revision of the Electoral Roll. Of these 11 are not resident within the parish. 1 name had been added to the roll and 2 removed.

Average attendances throughout 2017 at All Saints' were

8.00 am: 9 (10 in 2016)

9.30 am: 56, being 46 adults, and 10 under 16s (57 and 10 in 2016). (This is the average of all 9.30 am Sunday services).

Attendance at the quarterly evening services averaged 9, being 3 fewer than 2016.

Taking the 11 "Special" services separately, these averaged out at 66 adults and 18 children.

("Specials" consisted of Christingle, Education Sunday, Mothering Sunday, Easter Day Family Communion, Harvest, Remembrance Day, Toy Service, Christmas Day

and a Baptism and a Dedication of Marriage).

Attendance at the 2 Carols by Candlelight Services was adversely affected by a very heavy snowstorm overnight, but were still quite well attended, with a total of 124 in the congregations, including 36 children.

The reflective services at Easter are also appreciated, with 35 communicants at the evening service on Maundy Thursday; 34 (28 adults and 6 children) attending our "Look to the Cross" service, at 9.30 am Good Friday (following a procession of witness), and 16 adults attending the Easter Vigil, at 8.00 pm on Easter Saturday.

In 2017 across the Benefice there were 13 Baptisms (3 at All Saints' and 10 at St Matthew's).

There was a Dedication of a Marriage at All Saints and 6 Weddings at St Matthew's.

There were also 2 Memorial/Thanksgiving Services at All Saints', following cremations; and 4 funeral services at St Matthew's, these being 2 services with cremations; 1 cremation; 1 church service.

Prayer

Prayer continues to be an essential part of the life of our Churches, with a weekly prayer meeting held at 8.30am on Saturday mornings, and once a month night prayer, led by the Choir, held at All Saints' on a Wednesday evening at 8.30pm. All are very welcome to join these times of prayer. There is also a small group of people who are part of a Benefice Prayer Chain. This enables emergency and continuing prayer for anyone within the Church or for issues known to Church members. Members of our congregations were also actively involved in the *Reflective Prayer Spaces* events held in June. (See Schools item, below).

All Saints' usual Good Friday procession was held, with prayers and hymns at various places through the village, finishing at Church in time for the 9.30 am service. The procession continues to start in Chilton Field in order to link the two parts of the parish.

Y-Club

During the past year, the Y-Club has continued to thrive with up to 17 regular members from Reception to Year 5. Throughout 2017 most of the children were residents of Chilton with a couple of the members coming from Steventon and Didcot.

The children take part enthusiastically (sometimes very noisily!) and some have shown signs of spiritual growth as they have contributed some really deep thoughts about God, they have asked some challenging questions, and some have prayed out loud during our closing worship.

We continue to be grateful to the team of volunteers who join with Pam Rolls on a rota basis to help in leading the group. They show genuine care and concern for the children and some are greatly gifted in creating our craft

activities. Two new helpers joined us in 2017 who are also mothers to children in the School. One of them has had to stand down because of work commitments and our Children's and Families Worker also had to withdraw, but another member of our congregation has recently joined us, bringing the team to 5. New helpers are always welcome.

During 2017 we focussed on the New Testament, learning about the miracles and parables of Jesus and taking part in some seasonal activities around Christmas and Easter. For the first time Y-Club took part in the Family Carols by Candlelight service in Church.

Women's Group

The group enjoyed another busy and successful year. Activities and talks featured a delightful evening at Georgina's, where favourite food was sampled and recipes shared; a musical Valentine's evening being entertained by Peter Selby and his flute; a thoughtful and excellent talk by Chris Bryan, former Head of St Birinus School and now Chairman of TAB - The Abingdon Bridge - a local charity which supports young people aged 13 - 25 years in our locality, providing a listening ear and help and support where necessary to turn their lives around.

The summer barbecue in the pouring rain proved to be a great event and spirits were not dampened at all! Jane Woods gave a very interesting talk about her family's long connection with Chilton; there was a presentation by ROSY - Respite Nursing for Oxfordshire's Sick Youngsters - on their wonderful work; a contemplative evening with Jean Barton; and an evening of Origami, where birds and Christmas trees were created and a Bring and Buy sale raised funds for the Amber Philpott Trust (which supports research into Childhood Leukaemia).

There was a warm and friendly Christmas gathering with good food and Christmas music with Peter Selby and his flute; and an excellent outing - a tour packed full of information round some of the major historical buildings and sites in Wallingford guided by Judy Dewey and ending up at Wallingford Museum.

Apart from monthly meetings, the annual Quiz Evening was organised in March, raising funds for Hamlin Fistula UK and ROSY. In May the group held the Christian Aid Plant Sale and Coffee Morning and of course on the second Saturday of the month there is the charity market stall raising over £4,500 in 2017 for a variety of local charities.

The Women's Group are delighted to be so well supported at these events by villagers from Chilton and Harwell, and would be equally delighted to welcome new members of all ages.

Home Groups

These play an important part in nurturing the spiritual development of Church members. There are groups meeting during the mornings, afternoons and evenings, covering all age ranges from mums and toddlers to

those who are retired. The groups usually meet weekly to read the Bible together, to pray and to support one another in the Christian Life. Most groups have members from both parishes, and are always happy for new members to join.

Bell Ringing

The sound of bell ringing is deeply rooted in British culture. Chilton has had a bell since the 14th century. After the Church restoration in 1847 a stone tower was added to the Church and in 1892 the bells were restored and a new Church clock was added. In 1959 the tower was declared unsafe and the bells fell silent. In 1998 the Millennium project saw the tower made safe and the six bells restored, tuned and rehung. The bells were rededicated on the 7th January 2001 with much celebration.

Chilton has a small but dedicated group of bell ringers. We aim to ring every Sunday from 9am for the 9:30am service and for national celebrations such as St. George's Day as well as personal celebrations such as weddings. However, we are very short of people to ring. Although we have six bells it is rare that all are rung on Sundays - we only ring if there are more than three of us - and we always depend on local ringers to bolster our numbers. Chilton has a lovely bell tower and beautiful bells and we would love them to continue to ring out for many years to come! Please come along to the bell tower on a Sunday morning if you would like to know more.

Christmas

In December, All Saints' usual Christmas Services were held, including the Toy Service, (with gifts for the Oxford Women's Refuge and donations to the charity See Saw), and two services of Carols by Candlelight.

Carols were also sung around the village, and the Rose and Crown visited for an evening of carol singing.

As usual, the Church was beautifully decorated for Christmas, and with the Christmas tree and lights on the tower, and the east window illuminated, the Church was a beacon to the parish at this time.

Christmas Together, a Christmas Day lunch for anyone wanting company, was held again in Chilton Village Hall. The event was organised and run by members of both our Churches and their families. It was attended by nearly thirty people. The traditional meal was finished by watching the Queen's Speech. The 2018 event will take place in Harwell Village Hall.

Fabric

Annual Fabric and Ornaments Report for 2017

This paper has been prepared by Andrew Hayes, Fabric Committee Chair, and produced separately with this report.

Review of the Year – Benefice Activities

All Saints' Chilton forms a Benefice with St Matthew's, Harwell. This means that the two Churches share one Rector. Regionally, the Benefice is part of the Diocese of Oxford (very broadly, the Church of England in Berkshire, Buckinghamshire and Oxfordshire) and, locally, part of the Wallingford Deanery.

Worship Services

Every Sunday we meet together to worship God, hear from His Word, pray together, and encourage one another. Our services range from the quiet, traditional ones from the Book of Common Prayer, to contemporary, family-friendly ones.

During 2017 we continued to explore options in the Benefice for a "Fresh Expression" of Church designed to engage with those not served well by our current style of worship services. As part of this process, we continued with a series of gatherings on late Friday afternoon called ***Family Fridays*** for "fun, friendship, food and faith".

The majority of services are organ- or piano-led. We have an all-age Orchestra in Harwell, which accompanies two services a month and at Festivals such as Christmas and Easter. In Harwell we also have a harp-led string group, a brass group, and a guitar-led band.

Both Church towers have enthusiastic bell ringing teams and the bells are rung on most Sundays and for weddings, some funerals, and on other occasions such as quarter peals.

Youth and Families

Provision for youth and families is an aspect of the Benefice's work into which significant resource is invested. This reflects the acknowledged importance of reaching the young, not least in growing the Church.

Children & Families' Worker

The initial three-year Children & Families Worker contract came to an end in August 2017. During 2017, a successful appeal secured funds to support the Children and Families' Worker post for a further three years. The existing post-holder, Peter Shields, was offered this contract but he decided not to continue in the role. We are grateful to Peter for all the work, enthusiasm and skill he displayed during his tenure.

We advertised the post in the autumn and appointed a job-share partnership to the role, starting in January 2018. We are grateful to all those who served in a voluntary capacity to keep the essential activities going during the last four months of 2017 while the role was vacant. We look forward to gaining momentum in 2018 via the efforts of the new Children and Families' Work jobsharers.

Children and Young People's Sunday Groups

In St Matthew's ***Kids' Church*** continues to provide a weekly, child appropriate service for all those in primary school, running concurrently with the adult service.

Two weeks out of every four, **Pathfinders** provides a Bible study during the service for those in key stage 3 (i.e. aged 11-14); the age-range of this group was extended in the autumn of 2017 to include key stages 4 and 5 (i.e. aged 14-18)

In both our congregations the **family area** within the main body of the Church provides space for parents to participate in the main service with their little ones.

At All Saints' the **Pebbles** group provides a weekly session during the service for children aged 3-4 years for those "graduating" from the family area.

The Sunday evening youth program (**YF**) reduced from two sessions to one each week in the autumn to reflect the number of regular attendees and volunteer leaders available. This group now spans the 11-18 years age range, and this arrangement will be reviewed once the new Children & Families jobsharers are in place. Six members of the group also attended **Soul Survivor** conference in the summer – which proved to be very significant for their spiritual development.

Across all the groups it has been a year of consolidation rather than growth or development.

Summer Holiday Club

Holiday Club is now an established annual event in the Benefice. In 2017 it was held from 14 to 18 August at Harwell School, whose premises were generously made available free of charge. It continues to be one of the most significant events in the calendar of both our congregations— not only in the scope of its outreach, but also in terms of the level of volunteer investment and service. It was organised and run by 56 volunteer leaders and helpers, donating circa 1,100 hours of time during the week. Holiday Club was shortlisted for a Didcot First Business and Community Award.

The club was free to attend and open to all children of primary school age. 130 children pre-registered, and 96 were allocated places. Due to pressure on places, attendance was limited once again to those resident in the Benefice (apart from children of the team). Again this year we used resources written and produced in-house – a Spy Academy theme with accompanying stage and scenery. The teaching was on the theme of Jesus's heroic characteristics – Selfless, Daring, Different, Courageous, and Loving. We looked at how we might become more like Him. A "Science & Faith" course was also run concurrently for those in Years 7 and 8.

The feedback responses from parents rated almost every aspect of Holiday Club as "outstanding". We held a pre-Holiday club service in St Matthew's and a post-Holiday Club service and BBQ at Harwell School. These were enjoyable events which attracted a few guests. However the challenge remains about how (and if) we can move people beyond being occasional guests to Church members.

Fledgelings

This is for pre-school aged children and their

parents/carers, and is held in both Harwell and Chilton. Combined, these two groups constitute the largest aspect of our regular Children and Families Work, and the largest regular interaction with those outside of the Church membership. Fledgelings was shortlisted for a Didcot First Business and Community Award.

Fledgelings provides play and activities for the children and company and conversation for the adults. Naturally there is quite a through-put for the group as children leave at the top end to start nursery. However it is pleasing to see that we fill at bottom end just as quickly. The "See & Know" sessions – with their structured singing and story-time with an explicitly Christian curriculum – have proved no barrier to recruitment and are appreciated by all who come.

In Harwell, an outdoor play area was installed at the Church Hall for Fledgelings' use, and was much appreciated on hot summer days.

A mum's Bible Study group was formed from Chilton Fledgelings attendees.

Schools

All Saints' and St Matthew's have continued opportunities to collaborate with both Chilton and Harwell **Primary Schools**.

The Children and Families Worker or the Associate Minister, have regularly taken assemblies in both schools. A team of volunteers leads a well-attended weekly after-school club (**Y-Club**) in Chilton School. A volunteer team of adults from both Churches ran the annual **Prayer Spaces** event at Harwell Primary School.

We held services for **Education Sunday** at both our Churches. Donations from Church members meant that we could treat every member of the teaching staff to a Costa Coffee.

We also provided both schools with informal support through Church members offering their time and talents to assist with practical activities such as being reading partners, musicians, community governors, Full Circle volunteers in Harwell, etc.

Community & Special Events for Children and Families

Looking for opportunities to share the gospel beyond the walls of our building and to have a positive impact on the community, we provided a number of special events this year:

We repeated the **Easter Story Trail** in both Chilton and Harwell, and we held a **Chilton Prayer Spaces** event in All Saints' Church.

Evangelism & Discipleship

Our Churches seek to fulfil the Great Commission to make disciples through loving service, evangelism and discipleship – sharing the good news of Jesus in word and deed and helping individuals to grow in faith. This is done through our worship services but also through other groups and activities, such as the **Women's Group**, meeting one evening a month in Chilton, and **Harwell**

Evergreens, an afternoon social group for older residents. Both groups invite speakers on a wide variety of subjects.

A **Science and Faith** discussion group (see below) was established in autumn 2015 and has continued since, meeting fortnightly.

The **CAP (Christians Against Poverty) Money Course** has been available locally throughout the year but with very little take up. The team therefore decided to offer the course in Didcot bearing in mind the opening of the CAP Debt Centre (see below). Three people attended this course but were not local. Three other people have completed the course on a "one-to-one" basis with a pair of coaches going through the programme. All lived outside the benefice.

With support from our churches, the Wallingford **CAP Debt Centre** was extended in January, to cover the OX11 area. Now called the **Didcot and Wallingford Area Debt Centre** its formal aims are:

- The relief of poverty by providing a debt counselling and debt management service
- The advancement of the Christian religion in Didcot, Wallingford and the surrounding area.

The Centre employs a Centre Manager and a Debt Coach who between them are currently able to take on three new clients each month, supported by church members who befriend and support the client families. By the end of 2017, across the whole area 11 clients had gone debt free.

Both our Churches have continued to collect non-perishable food for Didcot Emergency Foodbank throughout the year, with a special collection at Harvest Time.

The Benefice Walking Group, launched in June 2016, has continued to provide a regular pattern of local walks that are open to all. These are generally walks of about 4 to 5 miles held every second month on a Sunday afternoon, with an occasional extra walk such as a longer walk or night hike. The best-attended walks of 2017 each attracted around 30 people, including a few with dogs, while the most popular long walk - attended by 7 people - was a Lent walk of around 11 miles which followed the St Birinus pilgrimage route from Blewbury to Dorchester Abbey.

The Science and Faith Group in 2016 successfully applied for a grant covering £5,000 of funding for activities over a year from September. The project, entitled '*Crossing the Gap*' consists of two streams of activity:

- 1) Nine monthly sessions of a family science club with activities for younger and older children, and
- 2) A series of nine adult discussion forums spread over three terms, plus one high-profile lecture or "Speaker Event" each term.

A Science and Faith Project Assistant was recruited for the period January to August 2017 working 20 hours per month, funded by the grant. The Assistant helped to organise the Family Science sessions and also the lectures at Harwell Campus by Dr. Ruth Banciewicz and Prof Sir Colin Humphries. (There was also a lecture in Autumn 2016 by Prof John Lennox).

The Crossing the Gap project was a huge success, being very well received and attended. The challenge now is to determine what direction to take following the end of the grant-aided project. The Family Science Club hosted a Light Party in October half term, celebrating the light that God gave to the world.

Pastoral Care

The **Pastoral Care Teams** (and many individual members of our Churches) take on quiet practical support for those in need of help, whether short or long-term, at home or, for example, in hospital.

All Saints' Pastoral Care Team operates in Chilton under the leadership of Mrs Audrey Slater. A similar team, has been led by Revd. Joan Impey in Harwell but Joan has stood down from the leadership recently and a new leader is being sought. Oversight of pastoral care in the benefice is the responsibility of Revd. Pam Rolls. Pastoral Care to our parishioners is much enhanced by the involvement of Revd. Jan Radford through her chaplaincy role in the John Radcliffe Hospital in Oxford although Jan has had to stand back temporarily from much of her ministry because of illness.

During the autumn of 2017 our Churches embarked on a course of sermons and home group studies on the theme of Pastoral Care, called 'Journeying Together' and this was revisited in a follow-up sermon in November 2017. Since then, two people have felt called to join the Pastoral Care Team in Chilton which is very encouraging. There have been further expressions of interest from members of the congregation in Harwell and it is hoped that both teams will grow and develop in 2018.

Funerals provide special opportunities for ministering to our parishioners. Funeral ministry is usually carried out by our clergy or by licensed or approved lay leaders, with follow-up visits to bereaved families taking place wherever possible.

Home Communions are taken four times a year to parishioners who are not very mobile— Easter, summer, Harvest and Christmas. During 2017 there were between six and nine Home Communion each quarter.

Generation Gold services, initiated by Revd. Jan Radford and Revd. Pam Rolls in 2015, were continued in 2017, with the enthusiastic support of teams of people in both parishes, and the venue alternating between St Matthew's and All Saints'. The services are quite short (about 35 minutes) and informal. They explore a different Biblical theme each time (ie. 'Windows' in March, 'Fire' in June, 'Tables' in September and 'Stars' in December). Members of the congregation each take away a card containing the relevant Bible text and a visual

aid as a gift. Worship is followed by tea and cake and an opportunity for members of the congregation to have fellowship afterwards. The numbers attending have steadily increased to around 50 people and there is a growing core of people who are enthusiastic about the services and the fellowship that they afford

We hope to develop Generation Gold further in 2018 and we are canvassing opinions from attendees about whether they would like to have a quiet half day together in which we can explore our faith more deeply, get to know each other better and enjoy a light meal together.

World Mission

The World Missions Group consists of seven people, with good representation from both Churches in the Benefice. The Group proposes to each PCC how each Church could spend its World Mission budget. There were additional appeals and collections during the year focused on Didcot Food Bank at Harvest and Oxford Women's Refuge at the Toy Service.

In 2017, we decided to focus our financial support and prayer around the Anglican 5 marks of mission. The marks and the corresponding organisations are:

- To proclaim the Good News of the Kingdom: Mission Aviation Fellowship (MAF). The work of MAF enables mission workers to reach difficult and isolated places to share Christianity.
- To teach, baptize and nurture new believers: Scripture Union. Through bible studies, resources and camps it aims to share the Christian faith and disciple, in particular, children and young people.
- To respond to human need by loving service: The Leprosy Mission. The Leprosy Mission diagnoses, treats and offers specialist care such as reconstructive surgery, as well as rehabilitation programmes and health education in communities.
- To transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation. Christian Solidarity Worldwide (CSW). A Christian organisation working in over 20 countries across Asia, Africa, the Middle East and Latin America, defending everyone's right to freedom of religion or belief.
- To strive to safeguard the integrity of creation, and sustain and renew the life of the earth. Arocha, a Christian Conservation organisation. They work in the UK and internationally.

We continue to support three mission personnel; Christine Perkins who works for Pioneers; Heather and David Sharland with Church Mission Society; and John Abu Bakker, Fellowship For Neighbours, India.

We focussed on mission personnel or an organisation each month at church through prayers, showing a video where available and by giving people information in the notices at services.

Administrative Support

The Benefice has a paid Administrator, working 20 hours a week.

The Administrator creates and prints service and notice sheets each week and Ridgeway Broadsheets eight times each year; updates the website calendar, rotas and news items; prepares various reports for the Diocese, Christian Copyright Licensing International, and the County Council; manages the office; and provides PA support to the Rector.

Communications and Operations

Key Communications and Operations work undertaken in 2017 included the following:

- Created some All Age Service leaflets to hand out, particularly to visiting families
- Developed the website for our 'Journeying Together' sermon series to encourage as many people as possible to engage with it.
- Created a leaflet on bible reading schemes
- Created Christmas and Easter cards to send out to homes in Harwell and Chilton
- Re-organised the Office to make work space for our new Children and Families Workers

Ridgeway Broadsheet

The Church magazine is distributed monthly to all parishioners. The magazine keeps the community informed of Church activities and includes items that seek to nurture and develop Christian faith. It is replaced at Easter and December by a card highlighting seasonal services and events.

Staffing

Over the last three years or so, the PCC (in conjunction with the PCC of St Matthew's, Harwell) has increased its investment in paid staff. Currently the PCC funds two paid roles:

- A Church Administrator and PA to the Rector – working 20 hours per week
- A Children & Families Worker – working 40 hours per week (though this temporarily reduced to 20 hours per week from January 2017, and the post was vacant from September to December 2017)

This reflects the following factors:

- The strategic decision that young children and their families should be a key area of focus for us
- The increasing administrative and communications workload
- The gradual reduction in availability of volunteer time over the years due to societal trends

The employment of paid staff is a large responsibility – both financially and in managerial terms. In recognition of this, the PCCs of our two Churches established an Employment sub-committee of the Joint PCC in April 2017.

Strategic plans

We face several key practical challenges as a Church community:

- The general increase in the administrative demands of running any Church nowadays – for example: complying with safeguarding rules, health and safety legislation and data compliance legislation.
- The additional work involved in running a Church that is trying to grow and to improve its facilities – for example: recruiting, managing and developing paid staff, complying with employment legislation, fundraising and obtaining permission to make improvements to buildings, managing building improvement works, communicating effectively with the wide number of people who have, or might wish to have, a relationship with the Church.
- Societal changes which have gradually reduced the availability of volunteers – for example: the delay in retirement age, the increase in the proportion of women in paid work, the greater demands of modern parenting, the greater availability of leisure and travel opportunities.
- A rise in the number of residents with pastoral care needs due to an ageing population.
- An ever-present need to present the gospel in a relevant way, and to see individuals' growth in depth of Christian understanding and commitment.

We must be mindful of the pressure on volunteers and prioritise when implementing the Church vision. A growing Church should bring an increase in the number of volunteers – but possibly not sufficiently to meet the increased demand for them to serve that growth.

In the meantime we face the need in 2018 to fill several key voluntary roles with an on-going regular commitment; without such people the Church cannot function effectively.

We can be confident, however, that God will equip us for the task to which He has called us, and that as we prayerfully depend on Him, His Church will indeed grow and flourish in Harwell, Chilton and beyond.

Report on the Proceedings of the Wallingford Deanery Synod 2017.

Prepared by Wendy L. Muggeridge, Wallingford Deanery Synod Secretary

The Wallingford Deanery includes Didcot (All Saints', St Peter's, GWP and Ladygrove), Harwell, Chilton, Blewbury, Upton, South & North Moreton, Aston Tirrold & Aston Upton, Wallingford, Crowmarsh Gifford & Brightwell-cum-Sotwell. The Deanery Synod provides the PCC with an important link between the parish and

the wider structures of the church. Bishop Colin, the Bishop of Dorchester, asked the Revd David Rice, to take on the role of Area Dean for the Wallingford Deanery in May 2017. David was licensed at St Peter's Church, Didcot on 2nd May 2017 in the presence of the Bishop Colin and Archdeacon Judy, at a meeting of the Deanery Synod.

This year the Synod focused its attention on creating a new Mission Action Plan for the Deanery, as well as negotiating the Parish Share for 2018. Also discussed was the creation of Ladygrove, currently part of the parish of All Saints Didcot, as a separate Parish; it will stay within the Benefice of All Saints.

The Mission Action Plan resulted in three main areas upon which to focus:

1. Development of ministry to Children, Young People & Families.
2. Development of appropriate patterns of worship.
3. Developing our outreach to new & settled communities.

Deanery Synod meetings in 2018 will take each of the three areas above in turn and, using an appropriate facilitator, develop the strategy for the Deanery.

In addition, a fourth focus has been identified:

4. Development of the Ministry in the Greater Didcot Garden Town area, both financially & structurally. This will be an on-going initiative.

The November 2017 meeting was primarily dedicated to a presentation by Jonathon Farnhill, Generous Giving Advisor, whose role is to stimulate greater giving in the Oxford Diocese. His presentation covered the new Parish Giving Scheme (PSG), which is designed to make it easier to grow 'giving'. The PGS is basically a Direct Debit scheme for regular giving, with automatic processing of Gift Aid and which allows the giver to automatically increase their giving by the rate of inflation every year if they chose to do so.

All Saints' Finances

Annual Financial Review for 2017

The main financial income of the Church (pledges, plate and Gift Aid) increased by £1,326 or 4% compared to 2016. Pledged income rose by 4% whilst plated income rose by 23%. Gift Aid recovered fell by 5% reflecting the fall of income in the previous year. Given the increase in plated and pledged income in 2017, which is very encouraging to see, this will be reflected by a corresponding increase in gift aid recovered in 2018.

Unrestricted donations were slightly lower (by £140) with fees payable to the Church much lower (£758 against £2,303) reflecting the "unusual" number of weddings and funerals in the previous year. These two categories of income are always difficult to predict and control.

The Fledglings group, in its third year, generated a small amount of welcome donations and there was a

contribution from the Oxford Historic Trust of £200. This all gave the Church a total income of £37,202 for the year compared to £37,699 in the previous year.

The expenditure for the year (£37,811) was similar to that of 2016 (£37,717). As with the previous year, All Saints' was able to pay in full its Parish Share allocation (£23,923), leaving a small loss in the general fund of £400. However, there was a small underpayment of the allocated Charities and Missions donations of £400, a much smaller underpayment than in 2016. The increase in plated and pledged giving in the year enabled the PCC to almost meet its obligations in terms of the Parish Share and Charities and Missions giving, something that hasn't been achieved for a number of years.

The total of all other costs charged to the General Fund, including Joint, Utilities, Church and Churchyard maintenance, Insurance etc. were on a par with the previous year. The difference between the years was the cost of the quinquennial inspections in 2016 (£940).

The PCC would like to thank the Parish Council for the generous grant towards the Churchyard maintenance costs.

The Parish Share is our contribution to the Diocese, to cover the cost of clergy, training and support plus Diocesan Mission. This is our main expense representing 62% of our expenditure and accounting for 63% of our income (but 92% of our regular income). The Parish Share for 2017 was 3% more than in 2016. The Diocese is now expecting the Deanery to cover its costs, which it is still not quite achieving, so the annual rise is slightly more than the rise in the actual cost in order to achieve the objective. In 2017 we had agreed a "freeze" over 2016 to help the PCC to deliver its financial commitments. However, the PCC was able to make an addition contribution to enable the Deanery to meet its commitments and close the gap in terms of our Parish meeting its true cost of ministry.

One third of the costs of the dedicated Children and Families Worker, hired in 2014 by the benefice, continues to be funded by the very generous support received from members of the Parish. The donations are held in a restricted fund and the current value of the fund will enable this valuable work to continue for at least a further 18 months.

The PCC undertook the major project in 2015, of replacing the gravel paths in the churchyard, which were uneven and difficult to maintain. They were replaced by a wider resin bound path which has improved ease of access considerably, amongst other benefits. The cost of £19,000 was underwritten by the PCC and there still remains a £7,000 shortfall from the legacies, donations and fund-raising that has already been received.

It is standard practice for the PCC to give 15% of its income to Charities & Missions, divided into overseas based (10%) and home based (5%). A further 2.5% is normally allocated to an Emergency Aid Fund. The latter was suspended for the year, as it has been in the last few years. Once we can maintain a positive position, covering all our costs, the fund will be reinstated. The total payments to Charities & Missions for the year totaled £2,000 from the general fund. In addition to this £534 was paid out of the Charities & Missions fund which represents all the restricted gifts made through the Church during the year for specific charities.

All Saints', as indicated earlier, has in the recent past been unable to meet its financial commitments in terms of the full Parish Share and its policy on Charities & Missions giving. It is extremely encouraging to report that in 2017 the PCC was almost able to achieve these commitments in the year. The PCC has no unrestricted reserves, which means that the General Fund has to essentially balance each year. Regular giving is showing signs of increasing, following a few years of it reducing, and should this trend continue there is a real hope of being able to run and maintain the Church, meet our Charities and Missions goals and cover the true cost of ministry via the Parish Share.

Once again, the PCC is extremely grateful to all those who have very generously supported the Church in many ways including time, talents and through both regular and spontaneous giving.

Reserves Policy

It is the policy of the PCC to maintain a balance of unrestricted funds, where possible, which equates to at least six months of running costs to cover emergency situations that might arise from time to time.

Although the general Fund has now returned more or less to parity, following a few years in deficit, it has still not been possible to meet the reserve policy. However, the PCC is fortunate in that there are other funds, (although restricted or designated) enabling the policy to be met. Should an emergency situation arise then a loan from one of these funds could be made to enable the Church to continue to function.

It is the policy of the PCC to invest our funds with the CBF Church of England.

The content of this report was approved by the PCC at its meeting on 6th March 2018 and is signed on their behalf by Jonathan Mobey, Rector and Chair of All Saints' PCC.