

Annual Report 2018



Contents		Page
1.	Introduction	3
2.	Review of the year – Benefice activities	4
3.	Looking forward – key plans and challenges	16
4.	Governance and structure	18
5.	Finance – All Saints’ Chilton	20
6.	Buildings – All Saints’ Chilton	22

Appendices

1.	Administrative information	25
2.	Church membership	26
3.	PCC membership	27

Front cover photo: Kate Evans

1. Introduction

This is the annual report of the Parochial Church Council (PCC) for the Church of All Saints', Chilton, Oxfordshire. It covers the last financial accounting year, which was the calendar year ending 31 December 2018.

The primary aim of our church and its PCC is the promotion of the Gospel of our Lord Jesus Christ according to the doctrines and practices of the Church of England.

Specifically, our church vision, which was adopted during 2015, is:

“Growing God’s church, wider, deeper and closer”

The PCC works with the Rector, the Rev Dr Jonathan Mobey, to fulfil this vision.

The details of what our church has been doing over the last year to further its vision are given in sections 2 and 3.

This report was approved by the PCC at its meeting on 5 February 2019 and is signed on their behalf by Rev Dr Jonathan Mobey, Rector and Chair of the PCC.

Signature



Date 5 February 2019

2. Review of the year – Benefice activities

Our church forms part of the Benefice of St Matthew's, Harwell with All Saints', Chilton. These two churches, in neighbouring villages, share a ministry team of one full time stipendiary member of clergy, two part time non-stipendiary ministers, two clergy and one Licensed Lay Minister with Permission to Officiate, and two authorised preachers. The churches also share three paid lay members of staff covering one full time and one part time post.

Some people from Harwell attend and support church services, events and groups in Chilton and vice versa – either regularly or occasionally. There are many other areas of sharing and co-operation between the two churches, 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. This report therefore covers activities in both churches.

2.1 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.

The majority of services are organ- or piano-led. In addition, St Matthew's has an all-age orchestra, which accompanies on average two services a month and at festivals such as Christmas and Easter. St Matthew's also has contributions from a harp-led string group, a brass group, and a guitar-led band. All Saints' has a small regular choir with additional members at festivals.



Band at St Matthew's - photo: Vicky Johnston

In December, Christmas services included:

- Toy Services in both churches with gifts to Oxford Women's Refuge and monetary donations to the charity SeeSaw

- Two services of Carols by Candlelight in each church – one at 4pm aimed at families and the other at 6.30pm in the more traditional “Nine lessons and carols” format. Mulled wine and mince pies were served
- A Crib Service on Christmas Eve at St Matthew’s.

In Chilton, Christmas carols were also sung around the village and in the Rose & Crown pub, and in Harwell at Cherry Tree Court. At Easter, All Saints’ held a Good Friday procession with prayers and hymns at various places through Chilton village. The procession started in Chilton Field and finished at church in time for the 9.30am service.

Average attendances at services are shown in Table 1.¹

	St Matthew’s, Harwell		All Saints’, Chilton	
	2018	2017	2018	2017
Sundays				
8am	7.8	7.7	8.0	7.5
11am/9.30am ²	91.6	90.0	52.6	54.4
<u>Of which:</u>				
Aged 16+	69.7	69.2	44.0	45.7
Aged <16	21.9	20.7	10.5	9.5
6.15pm	12.6	14.2	9.3	9.0
Christmas				
Christmas services ³	153.4	131.8	90.0	64.3

Table 1: Average service attendances

In addition, ‘Fresh Expressions’:

Generation Gold quarterly – average 45 in 2017 and 49.3 in 2018

Pebbles Family Service on 7 occasions in 2018 – approx. average 40

¹ Special services not included in averages: Good Friday ‘At the Cross’, Easter Eve Vigil, Songs of Praise (2018, Harwell), School Harvest (2018, Harwell), and special evening services, e.g. Licensing (2017, Chilton), Churches Together (2018, Harwell) – alternate years in each church – Ash Wednesday, Maundy Thursday, and Ascension Day

² Including normal Sundays, Easter Sunday, and special services (e.g. baptisms, Christingle, Education Sunday, Mothering Sunday, Harvest, Remembrance, and Toy Service.

³ Including in each church: Carols by Candlelight x2, Midnight Communion, Christmas Day, and Crib Service (Harwell only)

2.2 Baptisms, weddings and funerals

Baptisms, weddings and funerals are important occasions – both in their own right, and as pastoral opportunities. The number of these services can vary enormously from year to year. Figures for the last two years are shown in Table 2.

Each baptism involves at least one pastoral visit before the service and follow-up as appropriate. Most baptisms are for children of families who are not regular attenders at church.

Each wedding involves several meetings with the couples and a rehearsal, and much liaison and administration, including with the Church Administrator, organists and vergers/sidesmen. Most wedding couples live locally, but some have a connection through family or having previously lived in the parishes.

Each funeral involves at least one meeting with the next of kin, liaison with the family, the Funeral Director, organists and vergers/sidesmen. Pastoral follow up is carried out by the officiating minister as appropriate. Where possible, the next of kin is invited to an All Souls service held in November.

	St Matthew's, Harwell		All Saints', Chilton	
	2018	2017	2018	2017
Baptisms	7	9	2	3
Thanksgivings for a child	2	0	0	0
Weddings	2	6	2	0
Funerals in church	15	5	2	0
Thanksgiving services in church	2	1	0	2
Funerals at crematoria	4	2	0	2
Interments of ashes	2	2	1	0

Table 2: Numbers of baptisms, weddings and funerals

2.3 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 at both churches, and a once a month night prayer led by the choir and 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. In addition, both churches maintain a list of individuals to pray for during the times of intercession in Sunday services.

2.4 Bell-ringing

St Matthew's Church tower has eight bells, and All Saints' tower has six. Both churches have enthusiastic bell ringing teams. The bells are rung on most Sundays and for weddings, some funerals, and on other occasions such as quarter peals.

2.5 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 our churches.

Children & Families Worker (C&FW)

The initial three-year contract for our first C&FW came to an end in August 2017. During 2017, a successful appeal secured funds to support the C&FW post for a further three years. The initial post-holder was in post until August 2017, and in January 2018 we appointed two jobsharers to the role for another 3 years.

Children and Young People's Sunday groups

Between our two churches we provide facilities for children of all ages on a Sunday.

Both churches have provision for babies and toddlers. All Saints' has a **family area** within the main body of the church which provides space for parents to participate in the main service with their little ones. St Matthew's now has a **crèche** area at the back in the vestry. Crèche activities are led by helpers on some weeks and the aim is to extend this in 2019 with further volunteers.

At All Saints' the **Pebbles** group provides a weekly session during the 9.30am service for children "graduating" from the family area. A monthly **Pebbles Family Service** was started in 2018 in Chilton Village Hall, next door to the church, which runs concurrently with the 9.30am Sunday service held in All Saints' Church. This has been popular, with around 20 adults and 20 children attending on average. Refreshments are served in the Hall both before and after the service, attended also by the congregation meeting in the church.



Weekly Pebbles group - photo: Sarah Barrett



Monthly Pebbles Family Service - photo: Vicky Johnston

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

For those of secondary school age, two weeks out of every four, **Pathfinders** at St Matthew's provides a Bible study during the service. During 2018, Pathfinders attendees have regularly taken on serving roles in the service on one Sunday a month. This age group also benefits from **YF**, a weekly Sunday evening youth fellowship program. In the last quarter of 2018, YF has been following the Youth Alpha course. YF members were also involved in delivering the Crib Service on Christmas Eve.

Summer Holiday Club



Photo: Melanie Shields

Holiday Club is now an established annual event in the Benefice. In 2018 it was held from 20-24 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.

Holiday Club was organised and run by over 70 volunteer leaders and helpers, including some parents who do not attend church. We invited parents and carers to stay for tea and cake on the Thursday afternoon after pick-up. This was well attended and some good conversations were had.

The Club was free to attend and open to all children of primary school age, plus those who had just completed secondary school years 7 and 8. A total of 124 children attended. The week was based around the Old Testament story of Joseph.

Fledgelings

Fledgelings is a group for pre-school aged children and their parents/carers. There are two sessions per week – one in Harwell (meeting in the Church Hall) and one in Chilton (meeting in the Community Room). The group provides play and activities for the children and company and conversation for the adults. 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 2018 the Harwell session has benefited from new toys and soft furnishings.

Fledgelings constitutes a very significant aspect of our regular Children and Families’ Work, and the largest regular interaction with those outside of the church membership. The sessions are very popular and we will be considering during 2019 whether to start a third weekly session.

In 2018 we held a social gathering for Fledgelings’ mothers. Although there was only a small attendance, there was interest from others who could not make that particular date. So we plan to try this idea again.



Fledgelings at Chilton Prayer Space - photo: Sarah Barrett

Schools



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

A Children and Families' Worker, along with the Associate Minister, have regularly taken assemblies in both schools. A team of volunteers join with the Associate Minister to lead a well-attended weekly after-school club, **Y-Club**, in Chilton School. A volunteer team of adults from both churches ran the annual **Prayer (or Reflective) Spaces** event at Harwell Primary School. St Matthew's Church played host to Harwell School's annual Harvest celebration at in October, and the Little Pippins pre-school Christmas Nativity Play in December.

We held services for **Education Sunday** at both our churches. 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, etc.

Scout groups

In Chilton, the Scout group parades annually at All Saints' for the Remembrance Sunday service. In Harwell, the various sections of the 1st Harwell (St Matthew's) Scout Group meet in St Matthew's Church Hall and parade at church services several times a year. Both Scout groups have other contacts with and visits to the churches throughout the year.

Community & Special Events for children and families

Looking for further opportunities to share the Gospel and to have a positive impact on the community, we provided a number of special events this year:

In the summer term, we held a **Chilton Prayer Spaces** event in All Saints' Church. On 31 October we held a **Light Party** in St Matthew's church, attended by 16 children plus their parents. On 11 November, following an act of **Remembrance** involving Scout groups in each village, 24 children in Chilton and 65 children in Harwell attended a talk and activity led by a Children & Families worker in their respective village hall.

In December we held **Advent Doors** in both villages where accompanied children visit a different house front door each evening on 1-24 December to hear part of the Christmas story and to get a sticker and a chocolate.



Light Party in St Matthew's - photo: Vicky Johnston

We had a stall aimed at families at **Harwell Feast** in May and at **Chilton Fun Day** in June. The stall encouraged children to contribute a prayer to a prayer tree and provided 2 simple craft activities on a creation theme. The stall at the Chilton event attracted a particularly high number of visitors.



Stall at Chilton Fun Day - photo: Vicky Johnston

2.6 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.

In 2018 we ran two **Alpha courses** – one in Chilton Village Hall and another in St Matthew's meeting room.

Home groups play an important part in nurturing the spiritual development and pastoral care of church members. These groups meet regularly (usually weekly) to read the Bible together, to pray, and to support one another in the Christian life. Most groups have members from both parishes. There are groups meeting in the mornings, afternoons and evenings, covering all ages, from mums with toddlers to those who are retired. The groups are always happy for new members to join.

Our churches part-fund the Didcot and Wallingford Area **CAP (Christians Against Poverty) Debt Centre** which was set up in January 2015 to cover just Wallingford, but expanded in January 2017. The Centre's formal aims are:

- The relief of poverty by providing a debt counselling and debt management service
- The advancement of Christianity 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 2018, across the whole area 19 individuals/families had gone debt free, 8 of which had done so during 2018 itself.

A highly committed team of trained Money Coaches in our churches also offered 11 **CAP Money Courses** during 2018. Take up has been relatively low, with a total of 9 delegates across the year, and some coached on a one-to-one basis. However, a taster session for the CAP Money Student course was appreciated. This should encourage the students to access the course while at university. Booking in advance is encouraged but is not mandatory. Courses are publicised through a variety of media in the local area and via the national CAP website.

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

Harwell Evergreens is an afternoon social group for older residents and the **Women's Group** in Chilton offers evening fellowship. Both groups serve both parishes and invite speakers on a wide variety of subjects. The Women's Group hosts a very well attended annual quiz night in aid of charity, an annual plant and cake sale for Christian Aid and a monthly market stall in aid of various charities. In 2018 the Quiz Night raised £1,461 for The Porch (which supports the homeless in Oxford) and Hamlin Fistula UK (Hospital in Ethiopia); Plant and cake Sale £1,560.50 for Christian Aid; and over £5,000 at the markets for charities.

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 four to five miles that have been 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 since its launch each attracted around 30 people, including a few with dogs.



2.7 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. Oversight of pastoral care in the Benefice is the responsibility of Rev Pam Rolls.

There is a pastoral care team in each parish. In Chilton, the team operates under the leadership of Mrs Audrey Slater. In Harwell, we are still prayerfully and carefully seeking a new leader for the team, following the retirement of Rev Joan Impey from this role.

Pastoral Care to our parishioners is much enhanced by the involvement of Rev Jan Radford through her chaplaincy role in the John Radcliffe Hospital in Oxford.

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. As well as ministering to recently bereaved funeral families, we welcomed large congregations to our All Souls services at the end of November when we remembered our loved ones who have died. The services were emotional but it was good to be reminded that we were grieving together in a prayerful, safe and supportive environment. A number of people fed back that they were uplifted by the services.

Home Communions are taken four times a year to parishioners who are not very mobile – Easter, summer, Harvest and Christmas. During 2018 there were three Home Communions in private homes each quarter.

Generation Gold services, initiated by Rev Jan Radford and Rev Pam Rolls in 2015, were continued in 2018, 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 theme each time (e.g. "Taste and See" in March and "Angels" in December). Members of the congregation each take away a card containing a 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 fifty people and there is a growing core of people who are enthusiastic about the services and the fellowship that they afford. In August we held an additional special event in Chilton Village Hall entitled 'Remembering Summers at the Beach'. This enabled us to have an extended time of fellowship, to enjoy quizzes and singing, to eat fish & chips and ice creams, and to end with a 'Beach Service'.



2.8 World Mission

The World Missions Group is a small group which proposes to each PCC how each church could spend its World Mission budget. There were additional appeals and collections during the year focused on Tear Fund and Didcot Emergency Foodbank at Harvest in October and Oxford Women's Refuge at the Toy Service in December.

As in 2017, we have focused our financial support and prayer around the Anglican Five Marks of Mission. The Marks and the corresponding organisations are:

1. **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.
2. **To teach, baptise and nurture new believers:** Scripture Union (SU). Through Bible studies, resources and camps SU aims to share the Christian faith and disciple, in particular, children and young people.
3. **To respond to human need by loving service:** The Leprosy Mission (TLM). TLM diagnoses, treats and offers specialist care such as reconstructive surgery, as well as rehabilitation programmes and health education in communities.
4. **To transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation.** Christian Solidarity Worldwide (CSW). CSW is 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.
5. **To strive to safeguard the integrity of creation, and sustain and renew the life of the earth.** A Rocha, a Christian Conservation organisation who work in the UK and internationally.

During 2018 we continued to support a number of mission personnel; Christine Perkins who worked until recently for Pioneers; Heather and David Sharland with Church Mission Society; John Abu Bakker with Fellowship For Neighbours, India; and Connie James, a medical doctor planning to work in Uganda during the first half of 2019.

We have an annual programme to provide a focus on each of our mission personnel and organisations through prayers, showing a video where available, and by giving people information in the notices at services.

2.9 Staffing

Over the last five years or so, the Benefice has increased its investment in paid staff. Currently it funds two paid roles:

- A Benefice Administrator and PA to the Rector – working 20 hours per week (see section 2.9 for activities)
- A Children & Families Worker – working 40 hours per week – currently a jobshare (see section 2.4 for activities)

This investment 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 due to societal trends.

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

Administrative support

The Benefice has a paid Administrator working 20 hours per week. A key focus of the role is communications activity. There are also various records, documents, bookings and practical arrangements to organise.

On a routine basis, the Administrator creates and prints service and notice sheets each week and the Ridgeway Broadsheet magazine most months; produces an Easter Card and a Christmas card to promote special services and events; updates the calendar, rotas and news items on the church website; posts Facebook messages; manages St Matthew's Church Hall bookings, prepares various reports for the Diocese, Christian Copyright Licensing International, and the County Council; manages the office; and provides PA support to the Rector.

In 2018 the Administrator also advertised and co-ordinated arrangements for two Alpha courses.

2018 also saw the Administrator involved in several professional development activities:

- The completion of a distance learning course, The Work of the Church Administrator
- The organisation and leading of two meetings for around a dozen local Church Administrators – for example on the regulations for completing wedding registers
- The preparation of a short video consisting of interviews with four members of the congregation about their experience of the Bible which was shown at services on Bible Sunday

3. Looking forward – key plans and challenges

It is helpful to understand the local and national context in which our churches are operating, as this has a major impact on how we seek to fulfil our vision – “Growing God’s church, wider, deeper and closer”.

We face several key practical challenges:

- 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 our 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.

The population is increasing substantially in the vicinity of our churches due to large new housing developments. These are either close to or within Harwell and Chilton villages. This influx of population presents potential mission opportunities and challenges.

Like all Anglican churches, we are vulnerable to the cultural trend of an ever-reducing proportion of the younger generation committing to church. This is a key issue for us to address.

The focus of the PCC in 2019 and beyond will continue to be on the growth of the Church, in numbers, maturity and relationships, in keeping with the church vision.

We will seek to connect with the wider community through loving service, sharing the good news of Jesus with those with whom we have relationships, and seeing the members of our churches mature in their faith and being sent out in the power of God’s Spirit.

In particular, a strategic focus, under the leadership of our Children and Families' Worker (C&FW), will continue to be on **reaching and discipling children and their families**. This will include continuing and consolidating the work already being done as well as developing new work. In 2019 we are planning to explore how we can build on relationships with families initiated at infant baptism.

At St Matthew's in particular we are continuing with a number of projects to develop and improve our church building, appropriately adapting a historic building to make it more flexible, accessible and comfortable, and more able to serve Christian mission in 21st century Britain.

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.

4. Governance and structure

The Parochial Church Council (PCC) is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure.

St Matthew's, Harwell and All Saints', Chilton each has its own PCC. St Matthew's PCC met seven times and All Saints' PCC met six times during 2018.

The method of appointment of PCC members is set out in the Church Representation Rules. The membership of the PCC consists of all clergy licensed to the Benefice, churchwardens, Deanery Synod members and other lay members elected by those on the Electoral Roll of the church. All those who attend our services / members of the congregation are encouraged to register on the Electoral Roll and stand for election to the PCC.

The PCC members are responsible for making decisions on all matters of general concern and importance to the parish including deciding on how the funds of the PCC are to be spent.

Given its wide responsibilities, the PCCs operate through a number of committees. Each committee deals with a particular aspect of parish life. The committees report back regularly at PCC meetings, with minutes of their meetings or their decisions and recommendations being received and discussed as necessary. The Rector is automatically a member of every committee.

Standing Committee

This is the only committee required by Church law. It meets or liaises occasionally when there are urgent decisions to be made between PCC meetings. It consists of the clergy, churchwardens and the Treasurer plus the Vice-chair and the Secretary.

Combined PCC

For efficiency and convenience St Matthew's, Harwell PCC and All Saints', Chilton PCC regularly hold Combined PCC meetings, where members of the two PCCs come together to discuss matters that are common to both parishes. Meetings of the Joint PCC (see below) are 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 Combined PCC met three times during 2018.

Joint PCC

The Pastoral Measure provides for a Joint PCC in addition to the separate PCCs of our two churches. It comprises the clergy, churchwardens and the Treasurer plus the Vice-chair and the Secretary of each PCC.

The two PCCs can agree to place in the hands of the Joint PCC any matters involving both parishes. So far, 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. Until February 2018, the Benefice's **Safeguarding Officer** was Mrs Heather House. Mr Mel Gibson took over the position in June 2018, with the Deputy Safeguarding Officer, Mrs Judy Gold, holding the reins in the interim. The Joint PCC reviews and approves the **Safeguarding Policy** annually.

Staffing

The Benefice **Employment Committee** is concerned with meeting the statutory regulations around employment, reviewing the performance and development of staff employed by the PCCs, and recruitment procedures.

Data compliance

In 2018 work was undertaken to ensure that the churches are compliant with new data governance legislation (GDPR).

5. Finance – All Saints’ Chilton

Setting a budget and monitoring the income and expenditure of the Church is a key responsibility of the PCC. The **Finance Committee**, consisting of Clergy, Churchwardens and treasurer, oversees the finances of the PCC by monitoring income and expenditure, budgeting and reviewing the planned giving.

The main financial income of the Church (pledges, plate and tax recovered from pledges) increased by £1,800 compared to 2017. Pledged income rose by 5% whilst plated income fell by 8%. Gift Aid recovered rose by 15% due to the fact that pledged giving increased in the previous year and because some donors transitioned to the Parish Giving Scheme (PGS). The Gift Aid on donations made through the PGS is paid within a few days of the donation being made instead of the following April/May. This means that Gift Aid has been collected on these donations in 2018 and not in the next financial year. The impact of this is obviously for just the one year in which the change has occurred.

Unrestricted donations were at the same level as 2017 with the fees payable to the Church more than doubling reflecting the “unusual” number of weddings and funerals in the year. These two categories of income are always difficult to predict and control.

The Fledgelings group generated a small amount of welcome donations, at a similar level to the previous year.

The expenditure for the year (£40,784) was an increase of 3% compared to that of 2017 (£38,382). As with the previous year, All Saints’ was able to pay in full its Parish Share allocation (£24,915), leaving a very small excess in the general fund of £88. However, there was an underpayment of the allocated Charities and Missions donations of £4,389 to achieve the breakeven position. The increase in expenditure was mainly down to the increase in the Parish Share with slightly higher youth and churchyard maintenance costs. Joint costs were slightly over budget due to higher than expected office and outreach costs, otherwise all other areas were pretty much unchanged or in line with expectations.

Churchyard maintenance costs were supported by a generous grant from the Parish Council.

The contribution from the general fund to the fabric costs was significantly higher due to some essential work in the church.

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 60% of our expenditure and accounting for 60% of our income (but 88% of our regular income). The Parish Share for 2018 was 7% more than in 2017, which was as expected. 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.

One third of the costs of the dedicated Children and Families Workers employed by the

benefice continue to be underwritten by the PCC. There has been very generous support for this initiative and this year it was self-funding. With the pledges received so far it should be close to achieving the same in 2019.

The PCC undertook the major project of replacing the gravel paths in the churchyard in 2015, 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 £8,000 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 £750 from the general fund. In addition to this £131 was paid out of the Charities & Mission fund and £1,100 to support the Wallingford CAP Centre. These payments represent all the restricted gifts made through the Church during the year for specific charities.

All Saints' was unable to meet its budgeted commitments in full again in 2018 in order to balance the general fund. As indicated earlier a reduction in the Charities and Missions giving was made to enable the general fund to balance as there are no unrestricted reserves. Pledged giving has continued to increase over the past couple of years and there is a growth in the membership of the church. Given this encouraging position and with a positive push there is a real hope of being able to run and maintain the Church, meet our Charities and Mission goals and cover the true cost of ministry via the Parish Share.

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

Reserves Policy

It is the policy of the PCC to maintain a balance on 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.

6. Buildings – All Saints’ Chilton



Photo: Frank Dumbleton

All Saints’ church building and churchyard are monitored and maintained by the **Fabric Committee**, chaired by Andrew Hayes.

Thankfully the structure of our church continues to be sound and the churchyard is in good order. There are however, currently some 49 jobs / projects ongoing and the deteriorating boundary wall is a real concern. A brief comment though on just 6 of the 49 entries which may be of particular interest might be helpful.

Access at main door

Thank you to everyone who put forward ideas following our last annual meeting for improving the main door access. Considering all the pros and cons Fabric Committee felt that some form of semi-permanent ramp may offer a reasonable practical compromise. Having knowledge of the subject Audrey Slater and Judy Goodall kindly made a mock up ramp available (courtesy of Norman) and recommended a hand rail and down lighter for illumination. The project continues.

Heating

Whilst our under floor heating project is paused, options are still being considered. This is against a backdrop of possible restrictions on using oil or gas for new systems in the future. Meanwhile whilst our GEC fan heaters are 60 years old and the system leaves plenty to be desired, perhaps it does not serve us too badly. Furthermore, with 40% of the church electricity now coming from renewables, the system is presumably more environmentally friendly than it was.

Upgrade of toilet

The 2004 Disability review highlighted changes required but further consideration questioned whether owing to its dimensions, the current toilet building could ever be adapted for wheelchair use. This project therefore remains on file for review in the event of a further extension to the church being considered in the future which would allow for relocation of the toilet.

Humfrey Stevenson gate

A big thank you for the generous donations given towards the cost of handcrafting and fitting new gates at the car park end of our church path. The project continues and if anyone else would like to make a financial contribution via the church office, this would be gratefully received

Boundary wall

The long boundary wall adjoins three different properties and whilst documents from 1934/40 tend to suggest that the wall may not belong to the church, we cannot be absolutely sure. When the Old Rectory was sold into private ownership in 1950 the deeds did not record an intention with the result that the wall has been allowed to deteriorate. All three sections are affected but there is particular concern over the boundary with West House as a heavy section is extremely unstable. We are grateful for an offer made to put matters right and we are currently awaiting details of the proposed work.

Interior rendering

The damaged rendering is unsightly but putting it right is more difficult than had been anticipated! The repairs however, will go ahead once work on the outside drain is complete.

Work completed since 25 Feb 2018

One off repair jobs:

M105 Four new bulbs fitted at high level (chancel x2, churchyard path x2)

M104 Loose carpet behind altar refitted

M98 South Aisle roof haunching by upstand raked out and mortared.

M97 Pulpit book rest top secured with four hand crafted brass bolts

M96 High level bulb in chancel replaced

M69 East end of roof gully re-pointed to secure loose flashing

M68 Inspection of lower room roof to check for reported missing tile by buttress

M63 Twenty tiles replaced on north side of south aisle roof

M52 Lychgate wall plate joints caulked

M49 Ex 'village shop' notice board re-sited outside the Rose and Crown

M31 Broken tile on lychgate. Concluded costs would outweigh advantage of replacement

Repeating Maintenance jobs:

- B9 Check weatherproofing of tower to roof joints
- B8 Annual fire appliance check by West One
- B8a Review of fire risk assessment by Task Specialist and committee
- B8b Battery replaced in vestry smoke alarm.
- B5 Gutters and gullies cleaned
- B3/4 Check / clean water manhole and land drain.
- C11. White line repainted highlighting main door step.
- C9 Install Christmas tree on tower and remove
- C3. Clean ringing chamber lights
- D13 Re-treat exterior of new shed with preservative.
- D10 Re-treat chain posts with preservative
- E6 Full test of lightning conductor
- E5 Five year fixed wiring inspection and report
- E3 Vacuum and lubricate both GEC fan heaters
- G9 Bonded resin paths pressure washed
- G8 General tidy up of churchyard for winter
- G6 Cursory inspection of trees

Ornaments

An audit during the year did not uncover cause for concern and overall the ornaments remain in a satisfactory condition.

Thank you very much!

A very sincere thank you to everyone who gave their valuable time and /or helped financially to look after All Saints' church and churchyard in 2018! Included is the Fabric Committee: John Pigott, Alex Reich and Judith Russell for all their dedication and excellent work both on the committee and as task specialists. We also thank Jeff Stopps for willingly giving the committee expert advice on important building issues.

Appendix 1: Administrative information

All Saints' Church is situated on Church Hill, Chilton. It is part of the Wallingford Deanery in the Diocese of Oxford within the Church of England.

The correspondence address is:

The Rectory

Church Lane

Harwell Didcot OX11 0EZ

The Rector is Rev Dr Jonathan Mobey.

The Independent Examiner of the PCC financial accounts is Mrs Jane Moreton, Harrow House, Burr Street, Harwell.

Appendix 2: All Saints' church membership

The Electoral Roll is maintained by Carol Pigott. The number on the roll in April 2018 stood at 81 (it was 80 in 2017).

Appendix 3: All Saints' PCC membership

From April 2018 to March 2019, the membership of All Saints' PCC has been:

Clergy

Rev Dr Jonathan Mobey (the Incumbent)

Rev Pam Rolls (Associate Minister)

Rev Janet Radford (Assistant Minister)

Churchwardens

Mr Alex Reich (First elected 2014)

Mrs Yvonne Sanderson (First elected 2017)

Elected Deanery Synod representatives

Vacant (entitled to 3 representatives at 2018)

Other elected representatives

Mr Stuart Gibson (Treasurer) (3 years from 2017)

Dr Carina Lobley (3 years from 2018)

Mrs Helen Brook (3 years from 2017)

Mr John Pigott (3 years from 2017)

Mrs Hazel Benton (3 years from 2016)

Mrs Liz Morris (3 years from 2016)

Dr Phil Corbishley (3 years from 2016)

(With two vacancies for 3 years from 2018 and

Dr Carina Lobley stood down during the year.)

If you would like a copy of this Annual Report in large print, or to discuss any parts of particular interest, please contact the Church Administrator on 01235 83 42 56 or via our website:

www.harwellandchiltonchurches.org.uk