

Annual Report 2019



Contents	Page
(Contents and page numbers to be updated)	
1. Introduction	3
2. Review of the year – Benefice activities	4
3. Looking forward – key plans and challenges	18
4. Governance and structure	19
5. Finance – All Saints’ Chilton	21
6. Buildings – All Saints’ Chilton	23

Appendices

1. Administrative information	25
2. Church membership	27
3. PCC membership	28

Front cover photo: Pebbles Family Service: Peter Shields

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 2019.

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 4 February 2020 and is signed on their behalf by Rev Dr Jonathan Mobey, Rector and Chair of the PCC.

Signature



Date 4 February 2020

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.

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 St Matthew's – 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 "travelling crib" service around Chilton village at 4pm, starting and ending in All Saints' church followed by a traditional Carol service at 6.30pm in the church. Refreshments were served at the end of each.
- A Crib Service on Christmas Eve at St Matthew's.
- Christmas Night Communion Services at both churches



Travelling Crib in Chilton - photo: Steve Hale

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.

	St Matthew's, Harwell			All Saints', Chilton		
	2019	2018	2017	2019	2018	2017
Sundays						
8am	8.4	7.8	7.7	7.9	8.0	7.5
11am/ 9.30am ¹	85.2	91.6	90.0	47.7	52.6	54.4
<u>Of which:</u>						
Aged 16+	64.8	69.7	69.2	40.1	44.0	45.7
Aged <16	20.3	21.9	20.7	7.6	10.5	9.5
6.15pm ²	13.9	12.6	14.2	14.8	9.3	9.0
Average Sunday attendance ³	99.3	104.5	104.0	63.8	59.4	58.7
Christmas						
Christmas services ⁴	150.6	153.4	131.8	76.5	90.0	64.3

Table 1: Average service attendances

¹ Including normal Sundays, Easter Sunday, and special services e.g. baptisms, Christingle, Education Sunday, Mothering Sunday, Harvest, Remembrance, Toy Service.

² The All Saints' service is once a quarter only

³ Including Pebbles Family Service in Chilton. Special services **not** included in the averages: Good Friday 'At the Cross' and Easter Eve Vigil; Songs of Praise (2018, Harwell); School Harvest (2018, 2019, Harwell); Chilton Toy Service 2018 (not counted); Chilton Christingle 2019 (not counted); Special evening services e.g. Licensing (2017, Chilton); Churches Together (2018, Harwell); Ash Wednesday; Maundy Thursday; Ascension Day

⁴ Including Carol services, Travelling Crib (Chilton), Crib Service (Harwell), Midnight Communion, Christmas Day

There are also the following 'Fresh Expressions' services which are proving increasingly popular:

- Generation Gold (see section 2.7 for more details). This is held quarterly and had an average attendance of 46.0 in 2017; 49.3 in 2018; and 60.8 in 2019
- Pebbles Family Service (see section 2.5 for more details). This is held monthly and had an average attendance of c.40 in 2018 and 54.0 in 2019

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.



Full immersion baptism - photo: Sue Denton

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		
	2019	2018	2017	2019	2018	2017
Baptisms	5	7	9	4	2	3
Thanksgivings for a child	2	2	0	0	0	0
Weddings	4	2	6	2	2	0
Funerals in church	7	15	5	7	2	0
Thanksgiving services in church	2	2	1	1	0	2
Funerals at crematoria	3	4	2	5	0	2
Interments of ashes	2	2	2	3	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 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. The plan for 2020 is to extend this contract again for a further 5 years, i.e. from January 2021 to December 2025.

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.



Crèche area at St Matthew's - photo: Vicky Johnston

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** takes place in Chilton Village Hall, next door to the church and runs concurrently with the 9.30am Sunday service held in All Saints' Church. This is proving increasingly popular. Refreshments are served in the Hall both before and after the service, attended also by the congregation meeting in the church.



Monthly Pebbles Family Service - photo: Sarah Barrett

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. Crèche children now join Kids Church for the first prayer and worship session, which seems to work well.

For those of secondary school age, two weeks out of every four, **Pathfinders** at St Matthew's provides a Bible study during the service. Pathfinders' attendees regularly take 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. The number attending YF grew during 2019 to around 12-14 per week. In 2020 YF also had a weekend away with fun activities combined with talks on Christian themes.



YF weekend away - Photo: Sarah Barrett

Summer Holiday Club

Holiday Club is now an established annual event in the Benefice. In 2019 it was held from 29 July to 2 August at Chilton Primary School. 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.

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 Daniel.



Summer Holiday Club - Photo: Peter Shields

Fledgelings

Fledgelings is a group for pre-school aged children and their parents/carers. There are two morning sessions per week – one in Harwell and one in Chilton. 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 2019 the Harwell group moved from the church hall to the church and this change has proved popular. We trialled an additional session in the afternoon in Chilton but ultimately take up was insufficient to warrant it continuing. We will consider this again if the pattern of demand changes.



Fledgelings visit to Princes Manor Farm, Harwell - photo: Melanie Shields

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.



Prayer Spaces wall - photo: Sarah Barrett

We held services for **Education Sunday** at both our churches. Church members also provide both schools with informal support through 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, as well as at the village War Memorial for the Remembrance service. 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:

During Lent, one of the Children & Families workers ran a **parenting teenagers course** using material from Care for the Family. At Easter we put on an **Easter trail** around both Harwell and Chilton. On 31 October we held a **Light Party** in St Matthew's church for children plus their parents. On 11 November, following an act of **Remembrance** involving Scout groups in each village, children in Chilton and 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.



Publicity for Advent Doors

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.



Stall at Chilton Fun Day - photo: Melanie Shields

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 2019 we ran an **Alpha Course** in St Matthew's meeting room and two Christianity Explored Courses; one at St Matthew's and one in a home in Chilton.

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.

In 2019 we ran two new "central" Bible study groups during Lent and Advent. These were

held in St Matthew's Church on Thursday evenings. The format included refreshments, worship, videos, and discussion in small groups. Around 30 people attended Lent Central and around 20 attended Advent Central. Some attendees were Home group members who switched temporarily to the "central" group. Other attendees were people who do not currently attend a Home group.

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. In 2019 we saw 17 individuals and families go completely debt free and no longer needing to deal with the stress of creditors chasing them, feelings of guilt, shame and inadequacy, or trying to hide their situation from loved ones. Others were on management plans working towards that day. In 2019 five people that we know of have prayed salvation prayers to Jesus - and we saw five client baptisms in our churches. Many more clients are being loved, blessed and supported - and many are exploring further on the Money Course, Alpha Courses or coming along to church..

A highly committed team of trained Money Coaches (complemented by those with welcoming/hospitality talents) in our churches also offered 8 **CAP Money Courses** during 2019. Take-up has been relatively low, although higher than in 2018. In 2019 we had a total of 13 delegates across the year (vs 9 in 2018) with some coached on a one-to-one basis. A taster session for the CAP Money Student course was relatively popular with four young people attending. This should encourage the students to access the full course while at university. The team also runs a least one "re-CAP" session a year to which "graduates" of the previous 12 months of courses are invited to drop in for individual help or to share successes with others.

Booking in advance on CAP Money Courses is encouraged but is not mandatory and, indeed, delegates do occasionally arrive unexpectedly without any prior contact with the Coaches. Courses are publicised through a variety of media in the local area and via the national CAP website.

In 2019, delegates increasingly hailed from some distance away. Churches, statutory or voluntary agencies have all referred delegates to the course and the latter channel looks likely to bring a steady stream of delegates in 2020.

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, the team has become very small and we are still prayerfully and carefully seeking a new leader for it.

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 2019 there were between five and eight Home Communion in private homes each quarter.

Generation Gold services, initiated by Rev Jan Radford and Rev Pam Rolls in 2015, were continued in 2019, 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 - 'New life in Jesus' (explored through the theme of butterflies) in March, 'Pentecost' in June, 'Harvest' in September (with delicious lunch!) and 'Advent' 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 sixty people and there is a growing core of people who are enthusiastic about the services and the fellowship they afford.



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.

2.8 Social and Community

Our churches host various social events for the benefit and care of the church and wider community.

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 2019 the Quiz Night raised £1,317.00 for Hamlin Fistula UK (Hospital in Ethiopia) and Chilton Church path; the Plant and Cake Sale £1,897.70 for Christian Aid; and the charity markets raised £6,483.50.

The Benefice **Walking Group**, sometimes known as **CHINWAG** (Chilton and Harwell Incorporated Walking and Ambling Group), has continued to provide local walks. These are open to all and are typically 4-5 miles long. In 2019 there were few walks due to the leaders' various family commitments. One of the most popular walks was in May and was attended by c.25 people. More walks are being planned for 2020.



Photo: Steve Hale

St Matthew's Church hosted **Repair Cafés** in February and October, with logistical and hospitality support provided by the Explorer Scout Unit.



Repair Café - Photo: Andy Wells

Church members opened their homes for lunch on **Hospitality Sunday** in May.

A **Car Treasure Hunt** around the neighbouring villages occurred in July.

There was a **Trip to Bournemouth** in September.

A **Barn Dance** was held in Chilton Village Hall in November.

Christmas Together, a Christmas Day lunch for anyone wanting company, was held again, this time in Harwell at St Matthew's Church Hall. The event was organised and run by members of both our Churches and their families. It was attended by c.30 people. The traditional Christmas meal ended by watching the Queen's Speech.



Christmas Together - photo: Sid Gale

2.9 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 we have done for the last two years, we have focused our World Mission financial support and prayer in 2019 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 2019 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. We also established a new long term partnership with Endri and Dyshi Tabacu of The Light of the World church in Albania.

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.

2.10 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 below for more on this)
- A Children & Families Worker – working 40 hours per week – currently a job share (see section 2.5 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 8 times each year; 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 2019 the Administrator also advertised and co-ordinated arrangements for an Alpha course. 2019 also saw the Administrator involved in several professional development activities:

- Updating the Church Office Handbook and creating a calendar of Church Office tasks and events for 2020
- The organisation and leading of 2 meetings for around 12 local Church Administrators
- The preparation of a short video consisting of interviews with 4 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

As part of our vision-setting for 2020 and beyond, our churches have been using the 'Parish Planning Tool' to discern "where God is at work and join in", with the aim of carrying those things forward "in new and transformed ways".

The process is ongoing, but the key finding is that we are loving, inclusive church communities, with diverse activity and services, active in outreach to the community, with a desire to make, nurture and deploy disciples of all ages.

In keeping with the national picture we are seeing a slight decline in attendance at our more traditional worship services, but alongside that we have seen encouragements in the growth of Pebbles Family Service, Fledgelings and Generation Gold, and the ongoing success of and engagement with Holiday Club and home groups. We are keen to build on all that is good, recognising the challenges of engaging with sectors of the population that we currently have

limited contact, e.g. the socially disadvantaged, and younger adults and teenagers. Of the many 'good' things we could be doing, seeking to meet the many needs of those around us, we need to be clear which of these are 'God' things for us to be focussing on at this time, and how to resource them.

Our beautiful, well-maintained buildings are significant assets, and developing these for wider use is likely to be a priority in the coming years. We also need to explore possibilities for collaborative work with other churches/organisations in certain areas/ministries, such as we have been doing with CAP, which serves those in debt; a significant possibility is work amongst young people/secondary schools. Raising and stewarding both human and financial resources is an ongoing challenge, but we are mindful that where we are following God's leading, he will provide the means for his work to be done.

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 six times and All Saints' PCC met five times during 2019.

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 four times during 2019.

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. In 2019 the Benefice's **Safeguarding Officer** was Mr Mel Gibson and Mrs Judy Gold was **Deputy Safeguarding Officer**. 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 2019 further 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, Parish Giving Scheme (PGS) and Gift Aid) increased by £3,955 compared to 2018. Pledged income rose by 6% whilst plated income fell by 9%. PGS rose by 90% and Gift Aid recovered rose by 9.6% due to the fact that pledged giving increased in the previous year and because some donors transitioned to the 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 2019 and not in the next financial year. Consequently there is a positive impact on cash flow of this transition but obviously for just the one year in which the change has occurred.

Unrestricted donations rose by 130% compared to 2018 as there were a number of “one-off” donations. The fees payable to the Church almost doubled 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 slightly higher level to the previous year, which is due to the additional sessions that were run in the year.

The expenditure for the year (£43,765) was an increase of 7% compared to that of 2018 (£40,784). As with the previous year, All Saints’ was able to pay in full its Parish Share allocation (£24,997), leaving an excess in the general fund of £3,708. However, there was excellent news this year as the allocated Charities and Missions donations of £5,424 was paid in full, this is the first time this has been achieved for a significant number of years. The increase in expenditure was mainly down to being able to fully pay the Charities and Missions allocation. All other cost were pretty much static with reduced fabric and churchyard maintenance costs.

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

The contribution from the general fund to the churchyard maintenance was reduced reflecting the lower costs in the year and likewise for fabric repairs.

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 57% of our expenditure and accounting for 53% of our income (but 62% of our regular income). The Parish Share for 2019 was similar to that of 2018, which was as expected as we were able to obtain a discount based on payment terms. 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 again self-funding. However, with some of the pledged giving ceasing in the year it is unlikely to be self-funding in 2020 and there is a potential £2,500 deficit.

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 £6,000 shortfall from the legacies, donations and fund raising that have already been received. The shortfall is much reduced again this year thanks to a number of much appreciated donations.

It has been 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. Going forward the PCC decided to reduce the Charities & Missions giving for 2020 to 10%, although this could be reviewed during 2020 in the light of the current position. The total payment for Charities & Missions for the year from the general fund was £5,424 and in addition to this £327 was paid out of the restricted Charities & Mission fund along with £1,167 to support the Wallingford CAP Centre. These latter payments represent all the restricted gifts made through the Church during the year for specific charities.

All Saints' was able to meet its budgeted commitments in full in 2019, for the first time for a number of years and been left with a small excess in the general fund. The PCC is very grateful for the additional support made in the year which has enabled the Charities & Mission budget to be fully paid and provided a good platform for the coming year. Pledged and PGS 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 a continued positive push there is a real hope of being able to continue 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.

Annual Fabric Report for 2019.

Overview

The structure of our church continues to be sound and the churchyard is in good order. There are 59 jobs or projects ongoing and deterioration of the boundary wall remains a major concern.

Tracking these 59 jobs

Details of all ongoing jobs are recorded and regularly updated in two documents, both of which are available for perusal at our Annual meeting. The titles are **‘One off Repair Jobs or Projects’** and **‘Repeating Maintenance Jobs’**. Copies will be filed with this report.

Spotlight on 5 of these jobs

Access at main door.

A request is being made to the Archdeacon for permission to trial a slightly upgraded version of the ramp that Norman Goodall kindly produced. This will allow everyone an opportunity to assess if a semi-permanent ramp would work for them and to discuss accordingly. Should a decision be made to proceed with the project, it is anticipated that a handrail similar to that by the chancel step would be installed (left hand side when entering) and possibly, a down lighter.

Humfrey Stevenson gate.

The new gates crafted by Pierre Woodward are in use and a new right hand post will be fitted shortly. Thank you again very much for your most generous financial donations.

Heating:

Whilst our underfloor heating project is paused, options are still being considered. This though is against a backdrop of possible restrictions on using oil or gas for new systems. Meanwhile, although our GEC fan heaters are 60 years old perhaps the system does not serve us too badly, especially with 40% of our electricity now coming from renewables.

Interior rendering / French drain.

The South Aisle French drain has been left open for 22 months and expert advice sought from our architect. Clear recommendations received in respect of procedure and materials will be implemented shortly.

Boundary wall.

The long ancient boundary wall adjoins different properties and there is a lack of clarity as to whether it is owned by the church or our three neighbours. As a result it has not been properly cared for over very many years and continues to deteriorate. The entire length is affected but of particular concern are the last three metres adjacent to West House. There are large cracks and a heavy section of the wall is detached close to a much loved and cared for area of remembrance.

Our Architect viewed the wall in Jan 2020 and advised that the end three metres need to be taken down and rebuilt with new foundations. Being conscious of the cost involved he then considered the alternative possibility of 'stabilizing' by 'crack stitching'. Access to the house side of the wall and removal of vegetation is required for our architect to confirm if this would indeed be feasible.

PCC are mindful of the duty of care owed to visitors and the need to move forward. To this end, a mutually convenient meeting is being sought with our good neighbours in West House as a matter of urgency.

One off repair jobs cleared since the last Annual Report

M120 Altar curtain rail refitted following detachment

M118 In depth testing to establish cause of electric's tripping. Section of ring main replaced

M116 Replaced bulb in high level outside floodlight

M115 Further broken chain fence replaced
M113 Tap tightened in toilet and debris removed from roof.
M112 Main stop cock cover replaced because of vehicle damage
M110 Lightning conductor upgrade
M109 Lighting review undertaken with LED consideration
M108 Replaced frost damaged outside tap and fitted anti flow back valve
M107 Christmas tree lights tested. New set purchased.
M103 Replaced broken chain fence post
M101 Replaced high level bulb in chancel

Repeating maintenance jobs cleared since last Annual Report

B5 Gullies and gutters cleared
B8 Fire alarm battery replaced
C9 Christmas tree installed and removed.
D10 Chain fence posts treated with preservative
D13 New shed prepared and treated with Barretine preservative
G8 General winter tidy up of churchyard
G9 Paths pressure washed and rock salt checked
G12 Both sheds cleared and tidied
E6a Ground level check of lightning conductor ribbon

Thank you very much!

18 of the 21 jobs above were handled in house representing a saving of £1000 or so over commercial rates. Furthermore, expertise within the Fabric Committee can often result in work being carried out more quickly and has the capacity to free up PCC for their vital work.

A very big thank you therefore to John Pigott, Alex Reich and Judith Russell for all their dedication and excellent work whether on the Fabric committee or as Task specialists. Also thank you to Jeff Stopps for willingly giving expert advice on important building issues thus saving further outlay.

Thank you to Andrew Wells, Tom Barrett, Peter Shields and Jeremy Sanderson for offering their help. This is much appreciated and could be invaluable this coming year.

Finally, a very sincere thank you to everyone else who gave their valuable time and /or helped financially to look after All Saints' church and churchyard in 2019. There are I know many of you!

Andrew Hayes.

Fabric Committee chair.

20 January 2020.

Attachment: 'One off Repair Jobs or Projects'

Attachment: 'Repeating Maintenance Jobs'

Ornaments

All Saints' ornaments continue to be looked after well, and have remained in a satisfactory condition throughout 2019.

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 2019 stood at 70 (it was 81 in 2018).

Appendix 3: All Saints' PCC membership

From April 2019 to March 2020, 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)

Mr John Pigott (3 years from 2017)

Mrs Hazel Benton (3 years from 2019)

Dr Phil Corbishley (3 years from 2019)

Dr Pat Moseley (3 years from 2019)

Mrs Judith Russell (2 years from 2019)

Dr Chris Pollard (2 years from 2019)

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