



**All Saints'
All Inclusive
All Welcome**

**The Parish Church of
All Saints, Staplehurst**

**Annual Reports
2018/2019**

Annual Vestry Meeting: 30 April 2019 Agenda

1. Election of Churchwardens
2. Minutes of the Easter Vestry Meeting of 18 April 2018
3. Date of Next Annual Parochial Church Meeting

Annual Parochial Church Meeting: 30 April 2019 Agenda

1. Apologies for Absence
2. Minutes of the Annual Parochial Church Meeting of 18 April 2018
3. Matters Arising
4. Presentation of the Electoral Roll and Election of Electoral Roll Officer
5. Election of Members to the PCC
6. *Annual Reports:*
 - Rector
 - Church Administrator
 - Church Warden
 - PCC Secretary
 - Buildings & Grounds
 - Churchyard Liaison
 - Electoral Roll Officer
 - Bellringers
 - Charities & Social Responsibility
 - Children & Young People
 - Churches Together
 - Deanery (Weald) Synod
 - Diocesan (Canterbury) Synod
 - Flowers
 - Friends of All Saints
 - Fun'd Raising
 - Health, Healing & Support Prayer Group
 - Holy Dusters and Brass Cleaners
 - Human Resources
 - Magazine
 - Mothers' Union
 - Music
 - Safeguarding
 - Servers
 - Worship
 - PCC report
7. Treasurer's Report and Report from the Independent Examiner
8. Election of Sidespeople
9. Any Other Business

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Audited Financial Statements of the Parochial Church Council and Annual Report

All Saints' Rainbow Covenant

Christ is the vine, we are the branches,
He calls us to bear fruit.

Central to our call in Staplehurst is
God's love for us and ours for God.
God's love nourishes us and calls us
to share the love of Christ generously.

We are called to be a joyful people,
manifesting respect for
and tolerance to others,
generous with: our time,
listening, words, forgiveness,
resources and help.

We reach outwards as inclusive agents
of God's hospitality and welcome.
God shall be revealed through us.

We commit to love God
by learning how to love one another
and by extending God's love
to the communities in which
we live, work and witness.

Chris Cochrane

RECTOR'S REPORT

At our PCC away days, which were led by Neville Emslie and Peter Ingrams, we developed an All Saints Rainbow Covenant. At our Patronal Festival in November the Archdeacon Stephen Taylor came to preach and introduce the congregation to the covenant. Everybody present was given a bookmark with the covenant on it. The art work was done by Chris Cochrane, for which we are very grateful, thank you Chris.

This covenant is a renewed commitment of how we wish to live out our faith in Christ as PCC members and members of All Saints Church. It directs us in the 'how' to live it out concretely and practically 24/7 in our relationship with other and in the wider community of Staplehurst.

At our last PCC away day we were asked to contribute Bible Passages that would describe each statement of the covenant. We were also asked to formulate questions that encourage conversation amongst ourselves and hold us accountable how we are going to go about to live those statements out, in committee meetings, in worship and fellowship, at home, in our various ministries and in relationship with each other?

The process of applying those questions has just begun. Therefore, I am going to leave you in my report this year with each statement, a bible passage and a question in order to join the process together with the PCC.

It is those questions and how we answer them that helps us to align ourselves to each statement. The PCC will start each meeting praying those questions and be guided by them in every aspect of decision making. We will reflect on them in various forms during worship throughout the year.

Please take some time to read and try to answer the questions for yourself. If you wish to discuss them with me or any other PCC member, I am always happy to meet to discuss or simply listen to your thoughts and suggestions.

1. Christ is the vine, we are the branches. He calls us to bear fruit.

John 15. 1-5

1 'I am the true vine, and my Father is the vine-grower. 2 He removes every branch in me that bears no fruit. Every branch that bears fruit he prunes to make it bear more fruit. 3 You have already been cleansed by the word that I have spoken to you. 4 Abide in me as I abide in you. Just as the branch cannot bear fruit by itself unless it abides in the vine, neither can you unless you abide in me. 5 I am the vine, you are the branches. Those who abide in me and I in them bear much fruit, because apart from me you can do nothing.

**Christ is the vine, so how am I being nourished, and how am I nourishing others?
How can we best support one another to be seven day a week disciple?**

2. Central to our call in Staplehurst is God's love for us, and ours for God. God's love nourishes us and calls us to share the love of Christ generously.

1 John 4: 16-21

16 So we have known and believe the love that God has for us. God is love, and those who abide in love abide in God, and God abides in them. 17 Love has been perfected among us in this: that we may have boldness on the day of judgement, because as he is, so are we in this world. 18 There is no fear in love, but perfect love casts out fear; for fear has to do with punishment, and whoever fears has not reached perfection in love. 19 We love because he first loved us. 20 Those who say, 'I love God', and hate their brothers or sisters, are liars; for those who do not love a brother or sister whom they have seen, cannot love God whom they have not seen. 21 The commandment we have from him is this: those who love God must love their brothers and sisters also.

**God loves us, so how am I fuelling myself with God's love?
How can we best support one another to be seven day a week disciple?**

3. We are called to be a joyful people, manifesting respect for and tolerance to others, generous with our time, listening, words, forgiveness, resources and help.

Colossians 3: 12 – 17 (Song- Brother, sister let me serve you)

12 As God's chosen ones, holy and beloved, clothe yourselves with compassion, kindness, humility, meekness, and patience. 13 Bear with one another and, if anyone has a complaint against another, forgive each other; just as the Lord has forgiven you, so you also must forgive. 14 Above all, clothe yourselves with love, which binds everything together in perfect harmony. 15 And let the peace of Christ rule in your hearts, to which indeed you were called in the one body. And be thankful. 16 Let the word of Christ dwell in you richly; teach and admonish one another in all wisdom; and with gratitude in your hearts sing psalms, hymns, and spiritual songs to God. 17 And whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Father through him.

We are called by God, so how am I joyfully generous?

How can we best support one another to be seven day a week disciples?

4. We reach outwards as inclusive agents of God's hospitality and welcome. God shall be revealed through us.

Romans 12:9-13

9 Let love be genuine; hate what is evil, hold fast to what is good; 10 love one another with mutual affection; outdo one another in showing honour. 11 Do not lag in zeal, be ardent in spirit, serve the Lord. 12 Rejoice in hope, be patient in suffering, persevere in prayer. 13 Contribute to the needs of the saints; extend hospitality to strangers.

We reach outwards, so how am I showing hospitality to everyone?

How can we best support one another to be seven day a week disciples?

5. We commit to love God by learning how to love one another, and by extending God's love to the communities in which we live, work and witness.

John 13: 34 - 35 (Song- A new commandment I give unto you)

34 I give you a new commandment, that you love one another. Just as I have loved you, you also should love one another. 35 By this everyone will know that you are my disciples, if you have love for one another.'

We are disciples, so how am I learning to love?

How can we best support one another to be seven day a week disciples?

Not so long ago we had Peter Toon, ambassador for Inclusive church, preaching at one of our Parish Communion Services the following sermon. Peter gave me permission to publish his sermon here for the purpose of this report. His sermon answers all of the questions and I could not have put it better.

**Sermon preached on the 24 Feb 2019, by Peter Toon
Ambassador for Inclusive Church in Canterbury Diocese**

"Jesus calms the storm"

Luke 8:22-25

Before I look at today's gospel I'd like to say what a pleasure it is to be invited to be with you this morning. Also, an honour, since as far as I can see you were the first parish to register with Inclusive Church in the diocese. There are now seven benefices registered, but this still means that only a tiny fraction of parishes feel it is important to stand up for inclusivity which is strange, because how Jesus reached out to those outside the norms of respectable society in his day is a major theme of the gospel.

This is obvious in Luke when first we hear that God chose an unmarried girl to be the bearer of the Messiah; and then invited shepherds, smelly and prevented by shift work from proper religious observance, to be the first to hear the good news of his birth.

And the theme goes on through Luke's account of the ministry of Jesus. He heals two outcasts, a man with an unclean spirit in the synagogue at Capernaum and a leper. He calls a tax gatherer – a corrupt servant of the hated Roman regime - as a disciple and then heals the slave of a centurion, who embodies that foreign domination. He tells a sinful woman who kisses and anoints his feet that her sins are forgiven. These stories come before today's passage in St Luke's gospel and there's lots more later – the parables of the Good Samaritan, of the Prodigal Son, and of the Pharisee and the Tax-gatherer; the healing of the Samaritan leper who was the only one who said thank you, Jesus inviting himself to dinner with Zacchaeus another tax gatherer – and even worse a short one! Even on the cross Jesus welcomes into Paradise a thief who showed him kindness.

But at first sight today's gospel doesn't appear to have anything to do with this theme – which is a bit of a let down when you've been invited to preach as the Inclusive Church ambassador! But if you read on in the gospel, you'll find that the boat trip was taking him to a gentile area, to people who were second class for respectable Jews of that time. That's why there was a herd of pigs grazing there – you wouldn't find that in a Jewish village.

And when he got there what did he do? He cured a man who was violent and raving mad – St Luke says he had many demons inside him. A man whose illness (or his community's inability to deal with it) made him live without clothes and in a graveyard. Today we would probably describe him as a psychotic, paranoid schizophrenic – or perhaps someone suffering from psychological and brain damage as a result of too much alcohol or drugs.

Our society is not that different – our climate discourages even the seriously mentally ill from taking all their clothes off, but there are still people living on in shop doorways or underpasses in our cities today because they have demons like that.

So an important part of the Christian message is that God loves everybody. St Paul said, "In Christ there is neither *Jew* nor *Gentile*, neither *slave* nor *free*, nor is there male and female, for you are all one in *Christ Jesus*."

But a longing for conformity, looking down on anyone who isn't like us is deeply rooted in our fallen human nature. When people think about inclusivity, they often think it's a euphemism for sexuality. In our society Lesbians, gays and transsexuals are probably most often the victims of explicit rejection by Christians who sometimes call themselves "conservative" or "traditional" – though in the light of all those gospel stories I've mentioned, and the many others in all four gospels it's hard to see what is Christian about the tradition they are conserving. But that's only part of the issue.

Being Jew or Gentile isn't a major division in our society – though it was very important in Europe 80 years ago, and the rise in anti-Semitism in our own country reminds us that for some this is still a difference which matters (although with the discrimination in the opposite direction to that St Paul would have expected). A mere 1800 years after the Incarnation Christians realised that the gospel implies that slavery is wrong, but ethnicity is still an important basis for discrimination in our society, including in our churches. And being male or female still makes a difference to the choices open to you – usually in favour of men, occasionally the other way round.

It became clear at our afternoon on Learning from Disability a week ago is that we make things difficult for some people by not understanding their limitations – for example assuming we have catered for people with visual disabilities by printing our service sheets in a 16 point font, when for some people that is no better than the usual size – they need 28 point and double spacing to read comfortably. Or that we have catered for people with hearing problems by having a loop without realising that it works in some seats but not others.

Perhaps an even more important lesson was that we often see any difference from the norm as a disability, when often it is just a different way of being, part of who that person is.

A lot of this is unconscious and not deliberate – it's due to thoughtlessness; not thinking that carpets as well as steps are difficult for wheelchair users, providing tea and sugary cakes without thinking of those with diabetes or wine and nibbles forgetting that some are driving or on medications which don't mix with alcohol. Men dominate discussions without realising it – and women often patiently put up with it out of habit.

Much more is due to fears, some conscious, others deeply hidden. Although homophobia and transphobia are most often used in the context of persecution, hatred and violence against LGBT people, the use of the phobia suffix is perhaps appropriate for all hostility and even some thoughtlessness towards those who are different. It arises from fear of the unknown, the different, that which is outside our comfort zone.

We don't talk about disability-phobia or mental-health phobia, but similar fears are at work when we pass by a disabled person – overlooking her in the peace or talking over her head to her Carer, or when we avoid conversation with an oddly behaved or scruffily dressed person, or someone with a repetitive tic.

And that brings us back to our gospel reading. Another recurrent gospel theme is people being told not to be afraid. The Angel says it to Mary at the Annunciation, and to the shepherds on their hillside. And it's the message of Jesus to his disciples in the boat on the lake that night. He's sleeping peacefully – but a wind gets up, the sea gets choppy and they get in a state and wake him up. He's probably a bit fed up about being disturbed but he remains calm and he calms things down. I can't help wondering whether the calming of the wind and waves his disciples were so struck by was as much psychological as meteorological. They realised that Jesus wasn't frightened, and they because of him calm, like their Master.

Medieval theologians probably would have interpreted this story allegorically; the boat is a traditional image for the church, and like the disciples in it we are protected from the storms and stresses of the world by his peace, which passes all understanding. Protected by that peace and empowered by the grace that even wind and waves obey we can treat all God's children as our brothers and sisters, whatever their gender, sexuality, race, abilities or disabilities, mental health or economic status. Let us pray for that grace.

Christ is the vine and we are the branches, He calls us to bear fruit.

Yours, Silke

**AND A HUGE THANK YOU TO EVERYONE WHO DOES SO MUCH TO KEEP THIS CHURCH COMMUNITY
THRIVING AND FLOURISHING:**

Fund raisers,

Flower arrangers,

Organists,

The Band ,

The Choir,

The Children's Choir

People who pray quietly at home,

The Healing Team and Prayer Group,

Washer-uppers,

Sidespeople, Welcomers,

Practical people,

People who change light bulbs and more,

Brass polishers,

Baptism visitors,

Intercessors,

Readers,

Worship committee, hymn choosers service leaders

Everyone who gives financially

Those who keep the Cupboards tidy,

People who just quietly get things done Churches Together members,

The Lent team,

Treasurer,

Cake-bakers, biscuit bringers

Coffee makers & Servers

Volunteers in the village

Cooks & servers at social events,

All Committees & members

Those who look after St.Georges Chapel and Hoover regularly

Those who set the church clock

Care Home visitors

Home Communion Visitors

Social event organisers

People who look after the churchyard,

Worship Leaders,

The Finance Team

The PCC members,

PEOPLE WHO PREPARE NOTICE SHEETS AND PRINT THEM,

Church Wardens,

Parish Magazine Team and volunteers who deliver

The Friends of All Saints,

Bereavement visitors

People who take the minutes at meetings,

Photographers and Film people,

Invite people to church,

Everyone who prepares the church for services,

People who say ~~yes~~ when asked to do something at the last minute,

Building & Grounds Maintenance team,

Those who preach & teach,

Card senders,

The Bell ringers ,

People who clear up,

Those who light, extinguish and renew candles...and clear up the wax

Poster makers and displayers

Star and tree team

People who listen

Crib and Calvary constructors

Those who unlock and lock the church

Those who nudge our giving to charities

Technical trouble-shooters

Holy dusters

Webmaster

Flag flyers

Poppy and posy makers

People who find time

Linen washers and liturgical colour changers

SAFEGUARDING TEAM

Everyone who assists at services

THANK YOU!

CHURCH ADMINISTRATOR

I have now been the Administrator for All Saints Church PCC for over two and a half years and am still in awe of the amount of work that is carried out by everyone associated with the All Saints Church community.

The office has been a very busy place as usual, encompassing all aspects of life from joys to sorrows which makes this role such a rewarding and unpredictable one. Hopefully the office is a warm and welcoming environment for those who venture in and it is always a pleasure to see both new and familiar faces alike.

The Deanery Administrators have again been working in collaboration to ensure good working practices in each of the Parishes and we have helped each other through the new General Data Protection Regulation (GDPR), which came into force in May 2018. The new Privacy Notices and Consent Letters were duly distributed and received back, enabling us to comply with the more stringent rules regarding Data. We are also contributing to a new monthly Weald Deanery News mailshot which encompasses events from across the Deanery.

The PCC has also invested in a new back up system for the Church office, which ensures that important documents are saved in an additional format so that, should anything happen to the office computer, we can “keep calm and carry on”, which in turn ensures that the Administrator does not have a melt down of her own!

Thanks as always to the people I work most closely with and who bring their own brand of sunshine to the working day and, of course, special thanks to Silke who is such a supportive and fun person to work with. If laughter is the best medicine then the Church office is a very healthy place to be!

Julia Page, Administrator

CHURCHWARDEN

Shirley and Mary, with much appreciated support from Andrew, have enjoyed working together as a team this year. Mary finally knows what she should be doing as Churchwarden, and Shirley's words of wisdom and experience have provided both a wider view of issues and pure common sense! We have all enjoyed working with and supporting Silke, and value our regular meetings with her and Monica.

The last few months have been difficult for Silke, coping with her family bereavement. We continue to offer her our sympathy and help in the months ahead.

It is encouraging to see the numbers at services stable overall, and we are aware of the national picture of declining Sunday service attendance. Some alterations to service patterns have been made during the year, and it has been good to see our parish respond to a changing world. We also are pleased that many people visit our church throughout the day, and we appreciate Norman's valuable work in ensuring the building is always open.

Church services run smoothly with the valuable assistance of our Sidespeople, whilst after the 10am service our regular team of coffee makers do a brilliant job. People are very kind, and will always step in and help as needed, feeling a responsibility beyond what they have signed up to do.

This year's Remembrance Sunday put especial pressure to get everything as good as it could be. All Saints' church was the focal point of commemorations, much enhanced by the wonderful cascades of poppies. We were also delighted to welcome the Bishop of Dover, who selected All Saints Staplehurst as the church for his final Remembrance Day service before retirement, and who preached eloquently. The Bishop seemed impressively at ease with our overflowing church: over 700 people were counted! All our Sidespeople and

other leaders including those from the Scouts and Guides, worked together superbly to cope with such a packed church. It was indeed a most memorable event.

The PCC have met twice for Awaydays with the Development and Accompanying team from the Diocese. Out of our work together, our leaders helped us to craft the 'Rainbow Covenant' which brought together our vision and aspirations. We were delighted that Archdeacon Stephen Taylor attended our Patronal Festival service and shared the Covenant with the wider congregation: inviting everyone to participate interactively with a commitment to the words. The PCC revisits the covenant at all meetings to make a recommitment. Our Standing committee also continues to seek ways in which we can work together constructively as a PCC, seeking to carry out God's will.

Our Fun'D Raising group continues to provide a wide range of events to suit all during the year and should be congratulated for all the hard work involved. Events, such as the themed Film Nights, enable people to meet and have a good time, encourage those from the wider village to join us, whilst also raising much needed church funds.

Financially, we have had another year when we have much to thank God for. Once again our regular outgoings (carefully scrutinised by the PCC) have exceeded our income, and we understand the stress this causes. We are aware that there are many parishes struggling. However the generosity of some individuals through legacies and gifts has enabled us to see through another year where we have been able to pay all our Parish Share. If everyone who is able were to give a little more, we would be in a more comfortable position: but as the body of Christ we pray that we can rise to the challenge of trusting in God's care for us.

As Churchwardens we apologise that no further tangible progress has been made on the North Choir and Chancel floor. We realise that the choir are especially aware of this, although this certainly has not dented their achievements this year, which have been an absolute delight. The children's choir has also brought us all great pleasure.

Last summer Revd Ann Pollington visited for the Area Dean's Visitation, involving a check on our care of the church building and churchyard, the keeping and storage of records and objects, as well as our compliance with Safeguarding, H&S, GDPR and other issues. We are pleased to report that all was found to be in order.

It is always beneficial to discover more about other parishes and we value Andrew's increasing involvement in a Maidstone parish, and the experience and insights which this will bring to All Saints. We pray we can all continue to be outward facing in our Christian journey – our beautiful new look Parish Magazine embodies how we seek to serve and celebrate Staplehurst.

Shirley Skinner Mary Henley Churchwardens

PCC SECRETARY

The PCC has continued to meet regularly throughout the year and many PCC members act as conveners for sub committees involving further work for the church.

We have continued on our journey with The Rainbow Covenant and the Away Days have encouraged us to remain inspired to do God's work.

*Angie Lucas
PCC Secretary*

BUILDINGS & GROUNDS

The Buildings and Grounds sub-committee has met regularly and faithfully during the year, ensuring the regular maintenance of the church building and parish rooms, as well as considering larger projects beyond the scope and skills of volunteers.

ROUTINE MAINTENANCE, TESTING AND SERVICING

During the year, maintenance has been carried out as follows by volunteers:

Church:

Churchyard noticeboard door has been repaired.
Church flagpole repaired after wind damage.
Regular monitoring and clearing out of roof valley drainage, hoppers and guttering.
Repair to stairs handrail in Rector's Vestry
Door catch on entrance to toilet corridor repaired
Indicator switch for sewage pump replaced
Chandelier lightbulbs changed as needed, now using LED available, and will last longer
Autumn and Spring cleans organised in liaison with Holy Dusters
North wall: signs of damp and mould observed. Adjustments have been made to a guttering joint, monitoring continues.
One of the tower drainage hoppers cleared of debris
Battery in the ceiling smoke alarm replaced.
Broken pipe to outside tap replaced

Parish Room:

Parish Room signage fitted
Down pipe from roof cleared out
Kitchen sink drain pipework replaced to stop leak. New washer fitted to tap.
Hot tap in Ladies' toilets repaired
Dip in floor near entrance: examination attempted: supporting timber work in place although a possible crack in one beam: To continue to monitor.
Fluorescent strip light tube replaced.
Hedges at front and side cut
Supporting wall by side door rebuilt
Edging repaired of surround to ash tree at front
Gate catch repaired

FOR SOME OTHER ITEMS OF MAINTENANCE, IT HAS BEEN NECESSARY TO EMPLOY SPECIALIST FIRMS:

Zenith roofing:

Guttering replacement and work to tiles, file flashings, render and stonework
North wall guttering cleaned, repainted and restored
Emergency repair to church tower turret, small crack in lead surface to floor

Fairs and Green:

Repair to Boiler 2 to replace circuit board, and pre-emptive replacement of circuit board in Boiler 1 agreed by PCC.

The church field has received an annual mowing, and the hedges have been cut back by flail mower.

ANNUAL MAINTENANCE AND TESTING HAS BEEN CARRIED OUT AS FOLLOWS:

PEAT testing: successfully carried out in Parish Room, Church and Parish Office.
Fire safety testing: successfully carried out in Parish Room and Church.
Some fire extinguishers replaced in church in order to comply with current regulations.
Annual boiler servicing carried out in Church and Parish Room.
Church clock serviced.

LARGER PROJECTS:

Sleeper Wall in main aisle:

The crumbling wall under slabs in the main aisle was repaired, under Faculty, in July.

East Wall:

Regular clearing of guttering, hoppers and downpipes has ensured that water flows away into the ground, and this appears to have allowed the East Wall to dry. The decision has been made to proceed with the repointing work as recommended by the Quinquennial Report.

South Porch Gable

Repointing work also to be carried out here, recommended by the Quinquennial Report.

North Choir and Chancel Floor

Frustration has continued with the lack of progress. The Diocese offered support by arranging meetings of experts, but with few outcomes. The Ground Penetrating Radar scan was carried out in December, and despite frequent requests for advice based on the findings, none has so far been forthcoming.

At the PCC's February meeting, the decision was made to appoint a new Inspecting Architect and for the appointee to take over as architect for the floor subsidence. The PCC recognise that this may initially delay progress but are confident that a new architect in post will bring the energy and drive which has been lacking. A small group from Buildings and Grounds is drawing up a short list of candidates to present to PCC.

Finally appreciation must go from us all to the small team of volunteers who do so much maintenance work. We also are most grateful to the Friends who provide funds to enable the PCC to carry out necessary larger works and maintenance to the Church building.

Mary Henley

CHURCHYARD LIAISON COMMITTEE

There are many visitors who walk through All Saints' Churchyard and comment on how well it is maintained. It is a true village Churchyard where the balance of neatness and nature is well matched.

The community workers have helped us again this year doing some maintenance and we are grateful for their help. A church working party cleared an area in the autumn and the reward has been a lovely showing of spring flowers.

General maintenance this year has included replacement of safety notices. There is a legal requirement every two years for a safety check on each headstone which was undertaken during the summer months.

The PCC were approached by the Commonwealth War Grave Commission to have a sign placed at the Church entrance to indicate there are war graves located in the Churchyard. This should be with us later this year and there will be a map in the porch showing where the graves can be found.

An aerial survey of all the trees was carried out during the year which sadly resulted in the felling of a large Ash Tree on the North Side. It was found to have multi bracketed fungi *Pseudoinonotus Hispidus* (not die back). Infected trees should be felled as this aggressive decay agent weakens the timber and can result in trunks or branches breaking and falling in stormy weather.

Other maintenance work on the trees will be on going.

Our thanks to the Parish Council who give financial support for the maintenance of the churchyard and to all those who give their time to the upkeep, particularly to Graham Smith who does his work with such care, to Terry Standen who is always so willing to help and to Cecil Scarf who removes every offending drink bottle or can that dare to lay abandoned in the Churchyard. All their efforts go to create a very peaceful special place in the heart of our village.

Val Wallis Churchyard Liaison conveyor

ELECTORAL ROLL OFFICER

The total number of electors on the All Saints Staplehurst Electoral Roll over recent years was as follows:-

<u>YEAR</u>	<u>ROLL</u>
2013	136 -New Roll
2014	112
2015	115
2016	116
2017	117
2018	129
2019 (as at 08/02/2019)	96 -New Roll

The 2019 final total Roll number of electors will be reported at the 2019 APCM.

Every sixth year a new Electoral Roll is compiled. This is being done now for the 2019 APCM. Applications for the new Electoral Roll number 96 as at the date of this report, though this is expected to rise.

On 18th April 2019 the new Roll will be displayed in the Church Porch. At that time it will become the All Saints Electoral Roll and only corrections to existing entries are permitted before the APCM on 30th April.

Anyone wishing to be on the new All Saints Staplehurst Electoral Roll for the 2019 APCM should apply before 17th April 2019.

John Parsons-Smith – Church Electoral Roll Officer

BELLRINGERS

During the past year progress continues to have been made in ringing skills, knowledge and learning new methods. This progress has been particularly noticeable amongst our newer ringers. However our philosophy has always been that adequate training is an ongoing need and, indeed, we are currently teaching a new recruit. Accordingly three of our ringers have undertaken some training and assessments with the Association of Ringing Teachers (ART). This has given us new ideas for methods of teaching both bell-handling and exercises to prepare ringers better for change ringing. This is another step towards ensuring that bellringing as an art and a skill, not to mention tradition, will continue to be passed down through future generations.

The bells do of course need to be maintained too. Occasionally repairs are necessary and a Bell Pulley project, kindly funded by the Friends of All Saints, will enable some worn parts to be replaced and the bells to continue to be rung.

We have again rung for most services during the year and our practice nights continue to be well attended, often attracting visitors from neighbouring churches. The undoubted highlight of our year, however, has to be the part we played in the 100th Anniversary of the ending of the First World War. As well as ringing the bells half-muffled before the Remembrance Service we later joined with ringers at churches throughout the country to ring the bells open to commemorate the signing of the Armistice and the end of hostilities. We were particularly pleased to be joined by six bellringers from the United States who were visiting Kent on a ringing tour. In the evening, as hundreds gathered on Surrenden Field to light the beacon of peace, we rang a quarter-peal which, by the comments we received, added greatly to the occasion.

We entered three bands in the Maidstone District Striking Contests at Ightham, one in the method competition and two in the called changes competition. Having won the method competition for the past six years we were disappointed to be narrowly beaten into second place this year. However our pride was restored by one of our called changes band who won their section.

On the social side we held our Christmas Dinner at the George Hotel in Cranbrook, which was enjoyed by around 30 ringers, partners and friends. We also held our usual New Year's Eve Ringers' party, before ringing in the New Year in the usual style with party-poppers and champagne. The annual outing in May 2018 was to the Kent/Sussex border, where we enjoyed a variety of bells, good ringing and an excellent pub lunch.

Staplehurst, as always, continues to be one of the strongest towers in the County. We are lucky that we continue to enjoy a good relationship with the church and we hope that our ringing continues to be appreciated by those who hear it.

Roy Barclay, Tower Secretary

CHARITIES AND SOCIAL RESPONSIBILITY

Thank you to our generous congregation for the donations to our chosen charities which they gave in 2018. The thank you letters from these organisations are in the folder by the charity board in church in the coffee area.

The list of the charities chosen by the congregation for this year is also on this board. In October we will be asking for suggestions for 2020.

At Easter, Harvest and Christmas we collected treats and practical items and took them to Maidstone Homeless Care. These collections will continue during this year.

We continue to collect small change and bigger money in our film pots. Many people support their own special charities, but perhaps would take a film pot to help our church charities. Please ask for a pot from Maureen Brice or Audrey Bullock. Thank you.

Charity Sunday is mostly the second Sunday in the month. Blue envelopes for charity should have Charity Sunday written on them by you. There is no need to fill in your details unless you wish to. White envelopes and loose money are for the church. Orange charity envelopes (from Tony Henley) may be put in on any Sunday.

Our financial report is elsewhere in this booklet.

Some of the Charity and Social Responsibility matters are difficult to separate from each other, e.g. the collections for food during the year. We have, however, several things which are individual to Social Responsibility.

By the Charity board are two baskets of information:

One is general information on how to get help if you, or someone you know, is suffering from either physical or mental abuse.

In this basket also are forms:

1. For Carers to apply for a card. This is so that, if they have an accident or are taken ill, it will tell their rescuers that there is someone also in need of help and where they are.
2. There are forms which relatives can fill in if they have someone at home with dementia who could leave their home and get lost. This has information about how they look (even a photo), the name they are called by and possibly to recognise it, also health issues and so on. The search and rescue and police find these forms helpful rather than having to ask lots of questions before setting out.

The other basket has information regarding FEGAN'S: This is an organisation specifically for young people with mental health issues.

Most months there is a short article in the Parish Magazine to tell people about all this information and where to find it.

During Advent we continue to provide, free of charge, decorations for writing names of loved ones. These are hung on the Christmas tree. There are also two memory books: one for babies who have died and the other for everyone else who has died and families wish to remember them.

Those who have died and their relatives are collectively prayed for on Christmas Day.

On Holy Innocents Day, 28th December, there is a short service at 9.30am to remember the babies mentioned in the Baby Book.

This year we have been made aware of the disposal of plastic waste. In the coffee area are clean and empty plastic bottles. The menu with what to do with them is on the charity notice board. When full they are used in Britain for a variety of purposes; one being in the building trade. Even if you only fill one bottle it will help. It is amazing how much plastic waste there is which cannot go in the recycling bin.

Audrey Bullock, Charity and Social Responsibility Chairman

CHILDREN AND YOUNG PEOPLE:

SUNDAY SCHOOL

We have continued to offer Bible crafts at the back of church at every 10'o clock service. The format is good, and the children enjoy it. For most of the year it was Monica and myself organising the crafts. Sadly, Amelia's health prevented her from coordinating the Sunday school. I would like to thank Amelia and ask you all to continue to pray for Amelia as she tries to come to terms with a lifelong chronic condition. We have continued to have feedback time at the end of the Service where the children show their crafts to the congregation and have a little conversation with me about the meaning of their craft.

CHILDREN'S CHOIR

In November 2017 Amelia Rose Hamilton and I set up a Children Choir. Sadly, Amelia's health prevented her from continuing with the children's choir, but luckily Jacqui Veitch, who was already part of the team, took the choir on and together with Andrew Edwards and Caroline Bay the choir continued. Sometimes the choir members come along on Sunday, but children do so many activities these days that Sundays is often double booked with other activities. Please read Jacqui's report about the children choir.

COLLECTIVE WORSHIP AT STAPLEHURST PRIMARY SCHOOL

Staplehurst Primary School has about 400 children. I lead collective worship regularly on a Tuesday in either KS1 or KS2 together with the Revd. Andrew Royal (URC minister). The worship takes 20-30minutes. The service elements are: The Greeting "May all the love and kindness of the world be with you" and the children answer, "And also with you". I give a short introduction to our theme of worship and we sing a hymn. I light a candle and the children "guess" which liturgical colours are in use in All Saints Church. We call it "the secret colour code to what is Jesus doing at this particular time in the churches year" I have liturgical colour silk scarfs that are placed under the lit candles. Once the candle is lit, we pray. We stand to sing an intro to the tune "when you happy and you know clap your hands" to hear the bible story. I use the Walk through the Bible Cartoon pictures for the children to decipher the name of the book of the Bible where the story come from. We talk about what struck the children about the story. I help the discussion with PowerPoint slides that may show a map of the region we hear about in the story etc. Andrew Royal

and I have now been joined by Dhenis Stafford, the new Free Church Minister. All three of us take it in turns to take the assemblies and plan whole school assemblies at which we are all present leading them.

I would like to invite you to join me as a one off when I take worship in School.

Unfortunately, nobody took me up on the invitation last year.

ALL AGE WORKSHOP

Last year Marian Whatmore and her team organised the All Age Workshop and I am very grateful to all who helped and run stalls. It was brilliant and as these workshops are such a tradition, children and parents came and enjoyed themselves. The charge of £1 enables us to restock with crafts materials for future workshops. As we offer refreshments as well, it helps to cover those costs as well. I am very grateful, thank you to Marion and all helpers. Please read Marion's report about the All Age Workshop.

TEDDY BEARS PICNIC

We had very nice weather and enough helpers to run an enjoyable afternoon in the Old Rectory Garden. It was a fun occasion, which made us, after last year's wash-out, appreciate the privilege of sunshine and the use of the front lawn in the Old Rectory Garden. Please cross your fingers for this year's Teddy bears picnic and thank you for the use of this wonderful space. Thank you to all stall holders, activity coordinators and refreshment people.

MINI SAINTS

Sadly, Linda and Sue retired after running Mini Saints for such a long time. The decision to retire was not easy but necessary after Linda's husband Rob had a heart attack, but very fortunately recovered from, but it made the family re-evaluate their priorities. Linda and Sue were given a wonderful thank you from the Mini Saints regular attenders and All Saints Church presented both with a gift to express our appreciation and gratitude.

Until now we have not found anybody who is able to take on Mini Saints, but we keep our ears to the ground and have not given up yet on somebody coming forward to make it their own in the name of All Saints Church.

Thank you to all leaders and helpers for your time, enthusiasm and fun that has enriched the life of the Children in those varied activities.

With much appreciation, Silke (Rector)

ALL AGE WORKSHOP

The purpose of the All Age Workshop is to reach out with the Gospel to others and those who would not normally attend church, using our magnificent building to provide activities in a safe space and to have a welcoming atmosphere.

During the last year three Workshops have taken place: Good Friday/Easter, Summer/Harvest and Advent/Christmas and as I write, another is being prepared for Good Friday/Easter.

Numbers attending vary and we have to take into consideration that Staplehurst is a very busy village with a vast number of activities taking place, but over the year almost 150 people attended.

Activities vary according to the theme of the workshop. Woodwork is always very popular and we are lucky that Rob and Colin prepare and lead this and we've had wooden crosses, boats and candleholders. We have also had making and icing biscuits, stone painting, Easter gardens, Christmas Wreaths, Nativity Scenes, sunflowers, sewing and a number of others involving colouring, cutting, gluing and sticking.

Refreshments are always included with Hot Cross Buns on Good Friday.

None of these workshops could take place without a band of people willing to give up their time; not only leading activities, but serving refreshments, taking names on the door, preparing banners and helping to clear away afterwards, all help to make the morning successful.

A huge “thank you” to all who support these events. I am very grateful.

If anyone would like to come along – either to take part or to help – there will always be a welcome.

Marion Whatmore

CHILDREN’S CHOIR

Joyful Voices, AKA Sing! The Children's Choir at All Saints, has been running for several months during term times on Friday evening's 6-6.45pm at the back of the church, finishing in time for the adult choir to start. Jacqui Veitch took over from the very talented Amelia Rose Hamilton at the end of 2018 when Amelia had to step down. Andrew Edwards partners on this, and is an invaluable resource of musical expertise (not least as a pianist!), ideas, understanding of the church, and bringer of good cheer. Another parent Caroline Bay has also more recently taken on the role of being second adult from time to time when necessary.

The children performed at Christmas, both by themselves and with the adult choir, and are keen to perform again in both guises.

Finding the right opportunity has been elusive of late, especially as some of the children have other commitments on a Sunday, but the spring/summer will no doubt provide more opportunities, and we hope the adult choir will be happy to embrace our presence again soon as the children found it exciting and an enriching experience!

In the short term we would like to perform again at All Saints, possibly adopting a regular (monthly) slot, and then at other appropriate village events such as the summer fair. In the medium term an inter-church event would be great fun, where we could join forces with other children's choirs.

There is a core of around six who are regular attendees, and several others who join us on a reasonably regular basis, and the longer evenings now starting will make rehearsal time easier for the children. We have not yet publicised ourselves on Facebook or with posters, both are on the to-do list, but word of mouth and the school newsletter have been good resources so far.

The rehearsals themselves aim to be good fun, accessible to all and embrace a variety of musical styles and genres. Depending on who is there, and the needs of the children that evening, what we do and what we can achieve varies from session to session - although the 45 minutes always race by!

We are very grateful to Silke and the church for making us so welcome, to the adult choir for being accepting of a little (!) more noise and childishness running up to their 7pm start than they were used to, and to Andrew for being such a stalwart - so talented, so patient, and such a font of knowledge and ideas. And of course to the parents and children who come along and make it all possible. Thank you all!

Jacqui Veitch

CHURCHES TOGETHER

Churches Together in Staplehurst continue to meet together for worship on the 5th Sunday of the month, as well as for our joint Christian Unity Service, Women’s World Day of Prayer Service, and of course the Crib and Christingle Service on Christmas Eve. These services prove to be encouraging and uplifting for all. Churches Together is a valuable means of communication between the four churches, and a regularly updated programme ensures that Christians know what is happening in other churches, and can to work together for the benefit of our local community.

The Churches Together organises the annual Christian Aid collection throughout the village. We are most grateful to all those of you who take on the, sometimes daunting, task of door to door collections for Christian Aid – and we would always appreciate more volunteers! Look out for the packs of envelopes appearing.

Churches Together continues also, again with the invaluable help of volunteers, to deliver Christmas and Easter cards in the village; a growth industry with all the new building. As well as inviting everyone to services held in the churches, these cards bring the message of these Christian festivals to every home in Staplehurst.

DEANERY (WEALD) SYNOD

Area Dean - Rev. Ann Pollington, Lay Chair - Graham Codling, Secretary - Brian Woodgate, Treasurer - Tony Staples

Staplehurst representatives: Rev. Silke Tetzlaff, Rev. Monica Taylor, Doreen Braganza, Val Wallis, Tony Henley

The initiative introduced last year, by which at each meeting two of the eight benefices are invited to give a verbal report on their highs and lows during the past year, has been useful and has engendered greater awareness of other parishes problems and achievements. This will be continued.

A key initiative of the Deanery this year has been the establishment of the Weald Family Hub in association with FEGANS - a charity that provides mental health advice and counselling in schools plus support for parents

This was initiated by Rev. Hugh Nelson of Goudhurst. The essential aim is to address the growing mental health problem in teenagers. In introducing the issue, Hugh explained that mental health was significant in about 1 in 10 teenagers and that about 75% received no support at all.

The project is to provide funding for counselling in schools, which costs £432 for 1 child to receive 12 weeks counselling. It is proposed that schools join the scheme at a cost of £500, with the project topping up to fund 3 places. Alongside this direct work with schools, the proposal is to employ a two day a week Coordinator to grow a team of local volunteers to provide support to families and parents, using the resources, training and support provided by FEGANS. The money required was £25,000 per year and approximately half had been already pledged.

Each benefice in the Deanery was asked to provide £300 during the year, which All Saints has done, and Synod was asked to make up any short fall from Deanery funds; this was agreed up to a limit of £2500. (The Deanery eventually contributed £2400 from central funds). The project is now running successfully although it is still barely scratching the surface of the demand.

Every other meeting of the Deanery Synod is open to all and a speaker is invited to talk on a particular issue.

June Open Synod meeting

Bishop Trevor and Julian Hills (the Diocesan Secretary) attended to talk about the Diocesan initiative; Changed Lives > Changing Lives. He talked about:

The Challenges:

Increasing age profile in our churches; increasing age profile in our leaders; overwhelmed clergy and lay leaders; holding on too much to what already exists; failure to act strategically across the Diocese.

The Response centres on our objectives:

Growth both spiritual and numerical; re-imagining Ministry; building partnerships with our communities.

There are 5 key strands of work which the diocese has adopted to help us develop our commitment to these objectives:

- | | |
|-------------------------------|---------------------------------------|
| 1. Engaging with deprivation | Ignite |
| 2. Engaging with young people | Youth hubs |
| 3. Connecting in prayer | Missional Prayer network |
| 4. Enriching Leadership | Lay and Ordained |
| 5. Innovation | Missional Learning Communities |

Julian Hills continued by explaining that some funding was available from the Church Commissioners and that the strategy had implications for Parish Share.

The details were presented and after a discussion the Parish representatives were asked to go back to their PCCS to select one of the proposed funding/parish share options. This process eventually led to a modify option being accepted by the dioceses which resulted in this year's 3.5 percent increase in the Parish Share, lower than the increase that All Saints PCC had voted for.

September Open Synod meeting

The speaker was Rev. Steve Coneys (Diocesan Mission and Growth Adviser) who led an open discussion on mission in the Weald today. This resulted in the formation of two new subgroups: one led by the Area Dean, looking more at 'traditional church' which is now specifically tasked with developing 'A Deanery plan' and the other, led by Rev. Hugh Nelson and which has only started in the last few weeks, looking at Fresh Expression of Church.

Neither group has made much progress as yet but the 'Deanery plan' group has issued a questionnaire about what the Deanery is for, how it might support the ministry and the mission of individual parishes, and what its priorities should be. The working group has still to extract a consensus view from the responses although it is felt that the Deanery could make a difference in some, if not all, of the following.

1. Communication
2. Fellowship and Partnership
3. Education and Training
4. Spirituality and Worship
5. Ministry to Young People
6. Service and Outreach

A previous Deanery Plan was produced in 2004 and much has changed since then. It has been agreed that the new plan needs to address the challenges and changes that the parishes are experiencing and look at ways in which churches can work together to support one another.

(Tony Henley supports this group on behalf of the PCC but if anyone would be interested in joining it, they would be welcome. Please contact me.)

Deanery finances

Until this year the Deanery received a small grant from the dioceses, but this has now been stopped, so it has no income. Expenditure last year was £3173, including an exceptional grant of £2400 to the FEGANS/Family Hub project. Current funds stand at £4811.

Tony Henley, Deanery Representative

CANTERBURY DIOCESAN SYNOD

The Canterbury Diocesan Synod usually meets three times a year and for one of these meetings there is an invitation for anyone to attend the morning session. This part of the meeting is based on a topic and the first meeting in March 2018 was titled **HOW WE READ SCRIPTURE TOGETHER**. There was a very stimulating address by Professor Loveday Alexander, author of 'Grace and Discernment' and 'Good Disagreement'. A lively debate followed centered around the different ways the bible is understood and interpreted. It has been a privilege to take both Audrey Bullock and Sheila Brooker to the open Synods and I thank them for their interest and support.

In the afternoon business session, there was an update on the new Diocesan Strategy, a decision for a review of the Parish share system to be under taken and that there would be an open session at a future Synod on Mission and Buildings.

The July meeting, a business meeting, focused on the Diocesan Strategy and the Diocesan Budget. Our strategy **CHANGED LIVES>CHANGING LIVES**, gives us all the challenge of:

***increasing the age profile in our churches: * increasing the age profile of our leaders: *overwhelmed clergy and lay leaders coping with multi benefices: *holding on too much to what already exists: *failure to act strategically across the diocese.**

Our vision remains **Growth, both Spiritual and numerical: Re-imagined Ministry: Building Partnerships with our Communities:** and there are five main streams to deliver this:

Engaging with Deprivation: growth of the Ignite program; **Engaging with Young people:** creating youth hubs; **Connecting in Prayer:** missional prayer network; **Enriching Leadership:** Lay and ordained; **Innovation:** missional learning communities.

Although the Diocese has secured some funding from Church Commissioners, there are Parish Share implications for delivering this and it was agreed that the options would be debated at Deanery and Parish levels and brought back to the October Synod.

Diocesan Synod members are elected for a three-year term and in July elections were held. Doreen Braganza and myself were elected as Weald Deanery Lay representatives on the Diocesan Synod

The October meeting started with a Eucharist to mark the start of the 2018- 2021 triennium.

A very open and detailed discussion was had on future budgets and level of Parish Share. Synod approved a 3.5% increase in Parish Share for 2019.

For any more information on any items in this report please do speak to me.

Val Wallis

FLOWERS

About twenty years ago I was asked to be the organiser in church of a large number of keen flower arrangers. This was tricky as I was definitely not a keen flower arranger, although I had been doing it for several years.

Organising turned out to be ok (it is now called convening). For some years I went with mothers and brides to help choose flowers. This was at a wholesaler who had a coffee shop and it was a nice thing to do (it closed down years ago and wholesalers do not now provide this helpful facility).

Up until now day to day flowers and festivals have gone smoothly. Numbers of flower arrangers have dwindled and most have got older with various disabilities. I have asked for volunteers to join us, and also for someone to be a convenor in my place but with no reply. I have decided that the only thing to do is to give up flower arranging and convening altogether at the APCM. Someone in this way will need to come forward. It will be almost impossible to organise without someone reliable to be in charge. People may say "What do you do," and it is not until someone takes it on, or reads the information I have given to the

Church Office, Mary Henley and Marion Christie, that it will be realised that there are times of lots of activity and quieter times. I expect there will be changes, things move on and new ideas come forward.

Anyway, I would like to say a huge thank you to all my flower arrangers, and those who have also been in charge of various months, who have done sterling work.

My last festival was Easter Day with lilies in memory. A lovely way to finish what has been a long and eventful time with flowers.

The accounts are later on in this booklet.

Thank you for donations each year for Harvest and Christmas flowers. You, as a congregation, are most generous, and our church responds to your generosity by looking wonderful at such times.

There is a list on the board in the coffee area for having flowers on the Memorial pedestal by the Memorial Book. Do please add your name, with the appropriate date, if you wish to either do, or have done, flowers in memory of a loved one.

Audrey Bullock, Retiring Flower Convenor

FRIENDS OF ALL SAINTS

We held several successful events throughout 2018/2019 to raise funds to meet our objective of supporting the PCC in maintaining and improving the fabric of the Church. In this regard, the Friends met in full, two requests seeking reimbursement for the costs of routine and general maintenance works from the PCC. These included clock servicing, organ tuning, PAT testing and central heating system repairs. We also reimbursed the PCC for roof work, including rainwater gutters and tile and lead flashing repairs, repair work to the church aisle floor and, to allow further investigation of the Chancel floor issue, paid for the removal of the Choir stalls on the North side. These reimbursements totalled £7622.39.

Since the last report, we held our AGM in May 2018 with only 17 members in attendance. This was a rather disappointing turnout, but the date did clash with the induction of Mark Ham, a curate at All Saints previously, as Vicar of Dartford which would account to some extent for the lower than usual attendance. Maureen Brice, Sue Elwell, Ann Fulcher and Mary Shaw were re-elected onto the committee.

At our fundraising BBQ in August, we enjoyed a wonderful afternoon when Alaine and Brian Summers kindly opened their house and garden again. I would like to thank everyone who took part in the event which raised £3029, an unbelievable amount, the ever-popular “donations for dining” accounting for a large proportion of it. Aside from the fundraising it was a great social and community event. We also had a stall at the Church Fete raising £38.

Our September walk was enjoyed by 12 participants walking along by the river Beult and several more joined us for lunch at the Stilebridge Inn where we received £165 in donations. We held an event at the London Beach Hotel with 32 enjoying a very nice lunch which raised £883, courtesy of the hotel’s charity arm, The Savannah Trust. Our Shepherds’ Market was well-supported, raising £1189, and we finished 2018 with a Christmas Concert by the Staplehurst Community Choir. This too was a very enjoyable event raising £592.

While writing, the final preparations are being made for the 2019 Brain Game on 23 March which is normally well attended and raises around £300 to £400. Looking forward, we have a coach trip to Chichester on 11th May and are planning another Garden Do in August, more to follow on that later in the year, but ‘save the date’ and put the 18th of August in your diary now! We will have our Shepherds’ Market on Saturday the 7th of December.

Our AGM will be in the church on Wednesday the 22nd of May. If you are a paid-up member of the Friends you are eligible to attend, 7.30pm for refreshments with the meeting starting at 8.00pm.

We have spent considerable time auditing our practices and putting in place procedures and policies to comply with General Data Protection Regulations in respect of the use and security of any personal details we hold in our records.

Our fundraising focus remains on liaising with the PCC on the ongoing Chancel floor project which is likely to be expensive. These works will enable the church to return to functioning normally and the Chancel be restored to its former glory. Our support of this project to date, in addition to funding the removal of choir stalls mentioned above, includes our pledge to financially support the Ground Penetrating Radar survey which took place in December 2018 and provide matched funding where required to secure grant aid for the remedial action and reinstating of the choir stalls. We will also help cover any eventual shortfall and assist with any additional fundraising activity should our current resources fall short of needs.

At our January 2019 meeting we pledged to support remedial repointing work identified in the last Church Quinquennial Inspection Report. This work to the Church exterior has been quoted at in excess of £11,000, so again a significant project. We also agreed to support the Bell Ringers with a maintenance project by meeting the cost of purchasing and fitting new bell rope pulleys. At the time of writing, the pulleys are on order.

I would like to thank the Friends committee for their hard work during the year. The committee members are Honorary Treasurer Mary Shaw, Secretary Tony Norfolk, Maureen Brice, Sue Elwell, Ann Fulcher, Janet Pink, Alaine Summers and Frank Page with Tony Henley the PCC Liaison Representative, the important link between us and the PCC.

Membership is currently 98 and, as always, we are on the lookout for new members. So, if you are interested in joining us, please contact me for information.

The Committee are always pleased to receive suggestions for new events or for merchandising ideas.

Thank you for supporting us through membership and attending events. We couldn't do our part without funds from members subscriptions, profit from events and from donations and legacies.

Friends of All Saints Staplehurst – Registered Charity No. 1037964

Telephone: 01580 891840

Email: friends@allsaintsstaplehurst.co.uk

Look us up at www.allsaintsstaplehurst.co.uk/friends

And on our Facebook page www.facebook.com/friendsofall saintsstaplehurst

Please note that this information is provided prior to the production of our full audited accounts which will be presented at the Friend's AGM in May 2018.

Andrew Brady, Chairman & Membership Secretary

FUN'D RAISING (FORMERLY SOCIAL EVENTS)

Our fun fund-raising activities have continued over the past year with many events organised and orchestrated to excellent effect.

The Organ Recital, All Saints Choir Concert and Companie of Singers events were well attended by many, including people from the community and surrounding villages who enjoyed themed refreshments while listening to excellent music.

Open Gardens was again another resounding success, many thanks to Mary Henley and Anne Brenchley for their wonderful organising skills and unwavering enthusiasm.

A smaller event in the form of **The Grate CheeseFest** including Quiz and Raffle was thoroughly inspiring – thanks go to Alison Round for hosting in her stunning garden.

The Interest Group enjoyed refreshments in church while raising funds and we also hosted **Staplehurst School's Summer Concert** again.

The Winterbourne Wine Tasting attracted many and thanks are due to John and Sharon Wright for allowing us to descend on their home – one of the oldest and most beautiful buildings in the village.

Also in July, **The Strawberry Tea** in Monica's garden was a wonderful way to launch **The St. Swithun's Day Challenge** which again raised significant funds merely by participants 'Watching the Weather' and pledging a few coins for 40 days.

The Church Summer Fete in August was enjoyed by all, at the new venue of Staplehurst Manor and aided by sponsorship from local estate agents Ward and Partners.

September saw us organising the refreshments for **The Railway Exhibition** – ably executed as ever by Norman Wallis - this year in The Parish Room for the first time.

Also in September **The Glorious Greek Fiesta** featuring an amazing array of delicious Greek food and a fun film (which we all sang along to) was well attended, and enjoyed by all.

The Annual Bike Ride and Stride raised a healthy amount and thanks must go to all who helped, volunteered and contributed.

Marion Christie's mind inspiring Quiz as always kept us busy, and together with the sale of hand made Wreaths, Christmas Puddings and Church diaries over Christmas, these all contributed to some much-appreciated funds.

The Angel Festival ensured many villagers became involved while raising funds and enjoying the ambience of our Church.

St. Valentine's All American Evening was a super event – authentic American food and a fun American film kept us all giggling and enjoying each other's company while raising funds.

Sadly we had to cancel the **Burns Night Wine Tasting** in January but hope to fully engage it as part of next year's activities.

Not forgetting easy fundraising which remains a simple way in which we can all contribute to church funds while shopping online, ensuring that funds trickle in all year long. So easy to set up and costs nothing.

<https://www.easyfundraising.org.uk/causes/allsaintschurchstaplehurst/>

As always, thank you to the team of Fun'D Raisers, who always give so much of their time and energy however, wherever and whenever they can. Thanks also to everyone who pitches in to help at our events. Why not think about coming along to our next meeting? New ideas are particularly welcome and we always strive to have fun while involving and including everyone.

Angie Lucas, Convener, Fun'D Raising Committee

HEALTH, HEALING AND SUPPORT PRAYER GROUP

We are a total 6 and are looking for others to join us.

The Group support, with our prayers, those who ask and those we know who are ill or having other difficulties with their lives. The group meet when we can, and are able, as often as possible. The group is presently formed of Ron and Barbara Dear, Des Liddicoat, Jean Clarke, and Pat Sherlock with Sue Hollins

operating from home. We need others to join us in this mission and anyone interested should contact me. We also need some younger blood to continue for the future as the present group are rather old now. We need younger people willing to put themselves forward to be approved and trained for the Laying on of Hands.

The work of the group continues as reported in previous years and Laying on of Hands with prayer occurs during the Holy Communion evening service on the first Sunday of each month, when Barbara and I, as the only approved ministers for Laying on of Hands, provide the service.

We still operate 3 Prayer lists. The Church Prayer list, which is updated and published as part of Church Notices, is controlled by the Rector and requires both Christian name and Surname of the person who needs prayer and has no problem giving both names. Total confidentiality is provided for this list. Not even I know why some people are on the Church Prayer list. The Confidential list is for those who want total confidentiality and is controlled by me and those people are only known to the Prayer Group. The 3rd list is the Support list, controlled by me, and is for those who have other problems in their lives such as bereavement, long term illness, family problems, etc. etc. For the moment I or Barbara remain the main contact within the group for those in need of Prayer for any reason. Please keep us updated with the latest situation for those you have requested prayer, which enables us to direct our prayers appropriately.

Please ask me, or any member of the group, for help and Prayer when you, or someone you know, is in need. You will be surprised and thankful for the amount of help and comfort the Lord provides to those who ask.

Ron Dear

HOLY DUSTERS AND BRASS CLEANERS

This year we have managed to have a big Spring Clean in March and a clean-up before the Remembrance Service in November; thank you to all who helped. Bats and squirrels cause problems at times, which requires extra cleaning.

My thanks to my small band of holy dusters who continue to keep the church clean throughout the year but we could do with more help please.

Margaret Friswell

HUMAN RESOURCES COMMITTEE

The PCC decided in 2018 that there was a need to form a new sub committee for Human Resources – the HR Committee.

This committee will be responsible to the PCC for:-

- 1) Employment matters
 - 2) Safeguarding – overview
 - 3) Volunteer Management
- And any other matters as requested by the PCC.

Lone Workers – at the request of the PCC all volunteers/workers have had copies of the Ecclesiastical Insurance Guidelines on Lone Working together with the Personal Safety Plan provided by the Diocese.

All volunteers were invited to a Thank You Tea Party at the end of January 2019 when a short reminder of the consideration for personal safety when lone working was made.

There is a separate report on Safeguarding.

Sheila Brooker

MAGAZINE

The magazine was given a new life in December 2018 by the colourful front and back covers, and this is thanks to Paxman the Printers who kindly sponsored the venture. There was a great response from many of our readers who were impressed with the change.

The Committee decided that there should be an increase in the yearly subscription taking the amount from £12 to £14 for twelve copies. This was due to the rising cost of paper. A single copy still remains at £1.50 a month. Made by Kent in the High Street have kindly offered to sell magazines for us.

As soon as occupants move into the new builds a free magazine, with a letter enclosed welcoming them to Staplehurst from the Rector, is distributed to them. This is followed by other visits encouraging them to subscribe regularly for the magazine to be delivered to their door.

We always welcome new articles from our readers; email admin@paxmanprinting.co.uk and new advertisements; email parmag@frankpage.co.uk. Please encourage your family and friends to buy the magazine, which we feel is good value and an asset to the community.

The committee would like to thank our many reliable distributors who go out in all weathers to ensure the magazine reaches homes in Staplehurst.

We hope you continue to enjoy reading the magazine.

Anne Brenchley (Magazine secretary)

MOTHERS' UNION

At Christmas the Mother's Union ladies made Christingle candles as always and are due to put together the posies for Mothering Sunday, with the help of any volunteers available.

Sadly, however, the Mothers Union group at All Saints has been forced to disband due to falling membership. Getting to and from meetings had become increasingly difficult due to age related problems and transport. Nevertheless, it is still possible to attend Mothers Union meetings at Marden Church where potential members would be made extremely welcome.

Angie Lucas

MUSIC

It remains a joy and pleasure to work with a dedicated choir and equally dedicated organists and to be supported so strongly by the leadership of this ancient church. The choir should be an integral part of and a support to worship, not an interesting side-show, and all concerned have helped us to try to do so.

The chief aims and objectives this year have been to:

- Reaffirm commitment to the sung evening services offered and to significant contributions to the morning services, including an anthem during each communion other than on the 1st Sunday;
- Restore confidence in some able but, at times, rather apprehensive singers;
- Establish a brisk, business-like but genial approach to choir practices and develop the necessary repertoire;
- Return to supporting occasional 'special' services and concerts.

In part as a result of restocking of music to form a more readily accessible repertoire (in every sense) we have been able to:

- Sharpen our choir practices and learn a wider repertoire, to the apparent enjoyment of choir members and, seemingly, a number of congregation members;

- Establish the singing (with some help from friends) of the Allegri 'Miserere' during the stripping of the altar on Maundy Thursday, make a positive contribution to worship on Good Friday and establish summer concerts, in 2018 featuring the Vivaldi 'Gloria';
- Support a remodelling of the Advent Carol Service as the Lighting the Star service, with supporters enabling a good spread of advent music to be sung;
- Support the liturgy at other special services such as Remembrance Sunday (in 2018 with the Wesley "Thou Wilt Keep Him in Perfect Peace") and Harvest Festival;
- Offer a full choral evensong once a month with introit, anthem and Magnificat and Nunc Dimittis settings (currently Hylton Stewart as he was relatively local to us);
- Produce a repertoire which encourages others to join us from time to time.

It is a joy to have a Junior Choir, and its participation with the adult choir in "Torches" at the 9 Lessons was, hopefully, a forerunner of future collaboration. I do not believe that any of us feels that we are yet where we want to be (if we ever will be); but I do believe that there are more smiles on faces, there is greater commitment both to services and to the purpose and meaning of the music in worship and, I hope, wider benefit to all worshipping.

Ian Turner Choir Director

SAFEGUARDING REPORT

All Saints Church takes the matter of safeguarding very seriously. The PCC has a Safeguarding Policy which is updated, reviewed and adopted annually. A copy of this policy is available to view in the coffee area in Church. It is also available in the Parish Room.

We have 2 Parish Safeguarding Co-Ordinators who have an overview of parish activities involving children and vulnerable adults and to whom any concerns should be addressed in the first instance.

Our Parish Disclosure Officer is the key link between the Parish and the Diocese regarding the administrative aspects of obtaining Disclosures from the Disclosure and Barring Service for all those who work with children and/or vulnerable adults.

Parish Child Safeguarding Coordinator – Marion Whatmore

Vulnerable Adults Safeguarding Coordinator – Audrey Bullock

Parish Disclosure Officer – Rev Silke Tetzlaff

Deputy Child/Vulnerable Adults Safeguarding Coordinator – Mary Henley

The above names and contact details are displayed on the Parish Safeguarding Policy Statement in the Church porch and in the Parish Room.

Our Safeguarding and Disclosure officers have attended relevant training and will continue to attend updates. Further modules are being rolled out by the Church of England and our safeguarding team is currently reviewing provision of training for others involved in the Church community.

SERVERS

We are a very small team of servers at the 10 O'clock service, just three of us, but mostly only two on duty at a time. Our job is to prepare the Altar before the service and assist the Priest during the service.

We really need a minimum of three servers at each service, ideally four. It would also be nice for us to have a week off occasionally. So please if anyone feels they could join our little team they would be made very, very welcome. Please have a word with Silke or myself.

Jean Clarke

WORSHIP COMMITTEE

Our primary aim is NOT to 'get people in', but to be inclusive and respond to people's spiritual needs.

Our calling is to foster healthy relationships with God. For this we continued to offer a wide variety of worship styles.

Thank you to the band, the organists, Choir director and choir members and the children's choir and leader and children in worship, who make the variety of worship styles possible and enjoyable.

In our revision of aspects of worship we decided to change the evening services to two services per month, namely Choral Evensong and the Slow Down Service.

Both Services are well attended and are carefully planned to provide high quality music, a sound liturgy and thought provoking sermons or meditations.

At Choral Evensong, thanks to the choir we are now beginning the service by listening to an introit and after the sermon to an anthem. Choral evensong attracts a good number of people again, which is very encouraging.

At the Fourth Sunday of the month we planned to offer the Healing Ministry with the anointing with oils, the laying on of hands and one to one prayers in St. George's chapel and, of course, people are encouraged to carry on using the votive candles in the chapel. We have not got in the rhythm of this aspect of the service for two reasons. One, our healing team fell ill and secondly it needs extra people that are trained for this ministry to cover, which we didn't have. We will look at the ministry of healing and how we best provide continuity at our next Worship committee.

Thank you to all; your commitment has been and is much appreciated. I would like to extend my appreciation to the servers who have kept going with All Saints serving tradition and thank you to all involved with the various aspects of the services.

We have continued to meet quarterly to choose Hymns. Our aim to establish a close relationship between the theme of the Sunday, the readings and the style of Service has been accomplished, I think.

In terms of the 8.00am and 10.00am services on the fifth Sunday of the month we have changed to a Parish Communion Service.

We have now completed the Order of Service for Ordinary time we have used it in worship.

We have now trialled the Order of Service for Ash Wednesday and for Lent. We will look at the comments by the congregation and continue to work towards a final version of each of the services.

Baptisms have continued to be a strong link with the community. Although this year we have had less baptisms, given we baptised 66 candidates last year, I guess there are only so many people living in Staplehurst that can be baptised, counting last years baptism and this years, we still are up on the numbers from adding up three and four years ago. We had a numerous Funerals in church and at the crematorium. Weddings have picked up again and we have bookings for the next couple of years.

The Bible crafts at the back of church for the children during the service works well, and is enjoyable for the children. The attendance of children various, but vary rarely are we without children.

Thank you to all who helped with supervising the children and giving them a hand with the crafts.

Thank you to you all for your commitment and inspiration.

Revd Silke Tetzlaff (Convenor)

PAROCHIAL CHURCH COUNCIL OF ALL SAINTS, STAPLEHURST

Administrative information

All Saints' Church is situated in the High Street, Staplehurst. It is part of the Diocese of Canterbury within the Church of England. The correspondence address is The New Rectory, High Street, Staplehurst, Tonbridge, Kent TN12 0BJ.

The Parochial Church Council is a charity registered with the Charity Commission – No 1132851 and has the responsibility for promoting in the ecclesiastical parish of Staplehurst the whole mission of the Church. It also has the responsibility for the maintenance and upkeep of the ancient Parish Church and the Parish Rooms.

Membership

Members of the PCC are either ex-officio or elected by the Annual Parochial Church Meeting in accordance with the Church Representation Rules. During the year, the following members served on the PCC:-

Incumbent	Rev Silke Tetzlaff (ex-officio)
Assisting Priest	Monica Taylor
Wardens	Mary Henley (ex-officio) Shirley Skinner (ex-officio)
PCC Secretary	Angie Lucas
Treasurer	Caroline Highwood
Representatives on Diocesan Synod	Doreen Braganza and Val Wallis
Representatives on Deanery Synod	Val Wallis, Tony Henley and Doreen Braganza (all ex-officio)
Elected Members	Vice-Chair – Andrew Edwards Anne Brenchley, Sheila Brooker, Andrew Edwards, Adam Houghton, Angie Lucas, Dominic Lundberg, Shirley Skinner, Margaret Thornton, Val Wallis, Helen Wilkins

PCC members are elected for a period of three years at the APCM, which may be extended by another three years, if they are re-elected. After serving six years they cannot stand again for election for at least a year. Nomination forms are provided at the back of church before the APCM. The Rector or Vice Chair advises newcomers as to their role and responsibilities after election. The PCC met eight times during the year.

Committees

The PCC operates through a number of committees, which meet between the full meetings of the PCC. Particular tasks are given to sub-committees by the PCC and in turn these committees inform the PCC of work they are doing on behalf of the church and, where appropriate, bring to our full council items for discussion and decision. The committees are as follows:

Standing Committee This is the only committee required by law. It meets to formulate the agenda for PCC and, as necessary, to discharge functions referred to it by the PCC and to deal with such matters as may be necessary in the case of an emergency.

Buildings and Grounds Committee

This committee attends to the general maintenance and upkeep of the church building, churchyard, Parish Rooms and associated grounds, including negotiations with outside bodies. It also liaises with the Finance Committee on expenditure in these areas, and with the Friends of All Saints for funding.

Finance Committee

Oversees the general financial position by monitoring income and expenditure, budgeting, coordinating the review of planned giving (at its monthly meetings), recommending levels of voluntary fees paid to PCC and hire rates and terms of condition for hire of the Parish Rooms. It also advises the PCC's decisions on what percentage of deanery diocesan share the parish pays each year.

Magazine Committee

Has the responsibility for the production of the monthly Parish Magazine, together with other publicity matters, and provides accounts for magazine production, distribution and advertising.

Human Resources and Employment Committee

Established in order to provide a strategic and coherent approach to personnel management.

Fun'D Raising Committee

Plans and coordinates social events during the year, initiating new style events which welcome and involve a wide range of people, including those attached to our wider church community and making links between those attending different services. The committee also provides a focal point for raising money both from amongst the church community, and the wider parish.

Social Responsibility and Charities Committee

Social responsibility – bring to the attention of the PCC matters of social responsibility on both a global and local scale, the development of schemes (with other bodies and churches as appropriate) that respond to identified needs, and to raise awareness of issues on a global or local scale.

Charities – deals with the PCC's charitable giving, both at home and overseas and development of links with other agencies for charitable relief. Also arranges for speakers to attend on the Charity Sunday. Charities for the church to support each year are selected by this committee from congregational suggestions.

Worship Committee

Is responsible for the development of worship and related items within the framework of services and times agreed by the PCC; and development of the range of services and other activities for outreach to those on the edge of the church and beyond.

The PCC also sends representatives to the Diocesan and Deanery synod and links are maintained with the Friends of All Saints and Churches Together in Staplehurst.

Activities

Our activities are:

Regular public worship open to all

The provision of sacred space for personal prayer and contemplation

Pastoral work including visiting the sick and bereaved, and local care homes.

Teaching of Christianity through sermons, courses and small groups

Promotion of Christianity through the staging of events and meetings and distribution of literature

Welcoming other village groups (e.g. the primary school, Interest Group) to use the church building.

Church Attendance

There were 129 people on the Church Electoral Roll for 2018.

Review of the Year

All Saints Church stands on the hill at the heart of the village of Staplehurst and continues its ministry to members of the church and village.

Although having a mainstream church tradition, we also try to provide helpful acts of worship for those used to other styles. We celebrate a High Mass on occasions during the year when special days in the church's year fall on weekdays. Our other forms of worship involve Family Service with a band, Holy Communion with Healing, Choral Evensong, and a Slow Down Service.

We have an Authorised Lay Minister trained in leading worship, pastoral care, and Funeral Officiant. Lay members called to ministry lead services and visit Care Homes for Bible Study and Home Communion services. Through supporting and celebrating our many volunteers we recognise that many wish to give and do so through their service to the church.

Members of our ministry team and congregation are involved in many village clubs and associations, as well as in our school, at our residential homes, medical centre and on our Parish Council.

Children's activities in church are provided at the 10 o'clock service, and our All Age Workshops remain popular. We have a newly formed Children's Choir that practise on Friday evenings and sing on Sundays as well.

In the last year we baptised 10 candidates (66 the previous year).

There were 31 funerals this year (57 funerals the previous year).

There were 4 weddings (also 4 in 2018) and 2 banns only.

In relation to Christmas Eve and Christmas Day services the number of communicants equalled 127 and 577 attended Worship including the All Saints Crib & Christingle Service to which the other Churches are invited.

PAROCHIAL CHURCH COUNCIL OF ALL SAINTS, STAPLEHURST

MINUTES OF THE ANNUAL VESTRY MEETING

WEDNESDAY 18TH APRIL 2018

PARISH ROOMS

1. Welcome from the Rector, who thanked everyone for attending. Silke went on to explain the purpose of the two meetings: that this meeting can be attended by anyone living in the village, and is for the purpose of electing church wardens. At the following meeting (APCM) only those on the Church Electoral Roll will be eligible to vote.

2. Prayers were led by the Rector, for a purposeful meeting, seeking the will of God.

3. Election of churchwardens Silke thanked Mary Henley for her work as churchwarden during the year. Mary Henley was nominated for the post of churchwarden: proposed by Angie Lucas and seconded by Shirley Skinner. All voted in favour, no one abstained, no one against.

Shirley Skinner was nominated for the post of churchwarden: proposed by Angie Lucas, seconded by Mary Henley. All voted in favour, no one abstained, no one against. Silke then requested support for Andrew Edwards who is going to act as Assistant Warden – does not need to be elected.

4. Minutes of the Easter Vestry Meeting held on April 26th 2017 were proposed by Caroline Highwood and seconded by Mary Henley to be a true record of the meeting. This was agreed by all raising hands in favour, no one abstained, no one against and the minutes were then signed off by Silke.

5. Date of the next Annual Vestry Meeting and APCM was set for Tuesday 30th April 2019.

Silke closed the AVM officially at 7.40PM and opened the APCM

MINUTES OF THE ANNUAL PAROCHIAL CHURCH MEETING
WEDNESDAY 18TH APRIL 2018
PARISH ROOMS

1. The meeting was attended by 36 parishioners.
2. Apologies for absence were received from Andrew Edwards, Vic Holdaway, Tug and Anne Tugwell, Margaret Ashby, Delphine Wass, Anne Hipkin, Margaret Friswell, Eileen Collins.
3. Minutes of APCM 2017 The minutes were agreed and signed off by Silke as a correct record following proposal by Adam Houghton and seconded by Margaret Thornton.
4. Presentation of the Electoral Roll and Election of Electoral Roll Officer Silke thanked John Parsons Smith who then reported that there are 129 on the electoral roll. Caroline Highwood proposed that John Parsons Smith be re-elected as Electoral Roll Officer, seconded by Colin Whatmore and all voted in favour with no abstentions. JPS pointed out that next year will be the total revision of the Electoral Roll 2019.
5. Election of members to the PCC, and to the Deanery Synod Shelia Brooker pointed out that Dominic Lundberg and Anne Brenchley were not included on the list and so they were duly added. Silke thanked all PCC members for their work during the year. An explanation was given by Silke of the complex structure of the PCC, with ex officio members, co opted members, elected members (of which All Saints' PCC has agreed to have 15) and Deanery and Diocesan Synod representatives. A table, filed with these minutes, had been circulated showing 7 elected member vacancies. The following nominations had been received:

Nominee	Proposer	Secunder
Caroline Highwood	Anthony Henley	Val Wallis
Andrew Edwards	Angie Lucas	Mary Henley
Angie Lucas	Mary Henley	Bill Scott
Helen Wilkins	Angie Lucas	Andrew Edwards
Audrey Bullock	Margaret Ashby	Sheila Brooker

It was agreed to vote for these candidates en bloc and they were voted in unanimously.

Revd Monica Taylor offered to be on the Deanery Synod. VW pointed out that DB is also on the Deanery Synod, duly amended on form.

6. Annual Reports Silke declared that we should all celebrate our work this year and all the things we've achieved, she's extremely grateful to all who help including Stephen Pooley who would like to stand again as Finance Auditor. She went on to thank all those who submitted reports.

P3 Rector's report. VW pointed out that we are really pleased that we were able to pay our Parish Share.

P14 Fun'D Raising Report Margaret Holdaway pointed out that The Stride and Ride took place in September and not in November.

P15 Magazine Report Anne Brenchley pointed out that numbers of subscribers to the magazine were down and beseeched us to encourage others to buy, also agreed we should look for other outlets for selling the magazine.

P16 Mini Saints Report Audrey Bullock expressed thanks to Linda Gain for all she does and stated that there will be information in the next magazine requesting help.

P21 Review of the Year Para 3 Audrey Bullock pointed out a couple of amendments

7. Treasurer's Report

Caroline Highwood talked us through where we've travelled this past year and pointed out how we would have had a severe deficit had we not been gifted a legacy from Dooney Marshall of £10,000 and the £5,000 Gift from Land Sale. She went on to talk us through The Statement of Financial Activities, stating that we may not be in position to pay the next parish share in full and that the Diocese has been informed, then drawing attention to Planned Giving being down by approximately 2,500 from last year and the Open Collection down by approximately 1,000. Roy Barclay queried the terms 'Occasional offices' and Caroline explained that these terms reflected the receipts and payments out (to the Diocese and paid individuals) for baptisms/weddings/funerals. Audrey Bullock enquired about Contingencies. VW then questioned just how independent the Independent Financial Adviser is in relation to suggestions made.

AB wanted to thanks CH for all her hard work and expertise. CH then proposed we accept the financial report, Pat Sherlock seconded and all voted in favour of accepting these accounts. No one abstained, no one against.

CH then talked about Stephen Pooley's role as Financial Auditor and that he'd be happy to stand again. CH therefore proposed, Robin Oakley seconded and all voted. 2 abstained, no one against, motion carried.

Tony Henley then talked about Gift Aid, how we can claim tax back and how beneficial it is if people sign up to one of the schemes or sign the declaration. He went on to thank those who had already signed the new form as legislation has changed recently. TH reiterated that he's happy to answer any questions people may have. ST thanked TH for all his help in seeing us through this complicated system.

8. Election of Sidespeople: the secretary read out a list of 14 Sidespeople. Angie Lucas proposed and Mary Henley seconded that the list be accepted: Unanimous agreement. Invitation offered for anyone else who'd like to join as Sidesperson: no one accepted the invitation.

9. Any other business:

a) Sylvia Lade wanted to express her concern about the state of the choir pews. ST agreed and then MH pointed out that although the Buildings and Grounds Team continue to work really hard to resolve the current state of this area, moving the situation forward is proving to be a long journey. TH and MH expressed their frustration that lots of the decision making takes time. MH drew attention to the fact that despite this, fortunate to be able to continue using the areas for weddings, baptisms, funerals and other such events. At this point ST invited anyone interested to join the Friday meetings 08.30-09.30 to talk through grant applications and work on the B&G aspect. MH always happy to update anyone on the proceedings of B&G, reiterating that they're not experts and anyone who has some knowledge or expertise in this field would be made extremely welcome.

The meeting ended at 8.50pm with The Grace.