



**PARISH REPORTS FOR THE
ANNUAL PAROCHIAL CHURCH MEETING**

**held simultaneously at
All Hallows by the Tower Church
and online via Zoom**

**Sunday 20 September 2020
at 12.15pm**

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MEETING OF PARISHIONERS AND ANNUAL PAROCHIAL CHURCH MEETING to be held in the Church and via Zoom at 12.15pm on Sunday 20 September 2020 following the 11.00am Eucharist

Annual Parishioners' Meeting Agenda

1. To read the notice convening the meeting
2. To sign the Minutes of the previous meeting as distributed
3. To elect Churchwardens for the ensuing year

Annual Parochial Church Meeting Agenda

1. To read the notice convening the meeting
2. Apologies
3. Minutes of previous APCM on Sunday 31 March 2019
4. Matters arising
5. Electoral Roll Report
6. Reports:
 - a) Parish - Vicar; Weekday Ministry; Liturgical & Lay Ministries; Education & History
 - b) Fabric
 - c) Finance: including Adoption of Accounts and Appointment of Independent Examiner
 - d) Deanery Synod
 - e) Welcome and Hospitality
7. Elections
 - a) Parochial Church Council (6 vacancies)
 - b) Deanery Synod (1 vacancy)
8. Open discussion with opportunity of questions from the floor
9. Any Other Business
10. Date of Next APCM: 18 April 2021

APCM REPORTS

PRELIMINARIES

The Parochial Church Council

The PCC is required, as stated in the Parochial Church Councils (Powers) Measure 1956, to co-operate with the Vicar in promoting in the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical. It is a charity registered with the Charity Commission, and is supported by a connected charity, the Friends of All Hallows. Members of the PCC are either ex-officio or elected by the Annual Parochial Church Council Meeting (APCM) in accordance with the Church Representation Rules.

The PCC meets 4-6 times during the year to discuss reports and plan activities. There are two sub-committees of the PCC, members of which are elected by and from the full PCC. The Finance Sub-Committee normally meets 4 times each year. The committee's role includes preparing a draft financial budget for adoption by the PCC and monitoring and reviewing financial performance against the agreed budget. The committee also discusses matters of a general financial nature in advance of debate by the PCC. The Fabric Sub-Committee normally meets 3-4 times each year to monitor and manage the fabric and contents of All Hallows by the Tower church and the building of St Dunstan in the East. There is a Standing Committee formed of the Vicar, Churchwardens and PCC Hon Treasurer. The Standing Committee meets to discuss matters of the general parish administration. No binding decisions are made other than at the PCC.

In line with current legislation, the PCC has complied with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016, in relation to having due regard to House of Bishops' guidance on safeguarding children and vulnerable adults. The House of Bishops has produced policy statements which can be found at this link: www.churchofengland.org/more/safeguarding

Responsibilities of Members of the Parochial Church Council in relation to the Financial Statements

The Council Members are required under the Church Accounting Regulations to prepare Financial Statements which give a true and fair view of the Council's financial activities during the year and of its financial position at year end. In preparing Financial Statements giving a true and fair view, the Council Members should follow best practice and: select suitable accounting policies and apply them consistently; make judgements and estimates that are reasonable and prudent; state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements; prepare the financial statements on a going concern basis unless it is inappropriate to presume that this applies.

The Council Members are responsible for keeping accounting records, which disclose with reasonable accuracy the financial position of the Council and which enable them to ensure that the financial statements comply with applicable law and regulations. They are also responsible for safeguarding the assets of the Council and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Members of The Parochial Church Council

The Rev'd Katherine Hedderly (<i>from April 2019</i>)	Vicar
The Rev'd Sophia Acland (<i>ex officio</i>)	Associate Vicar
Mr Kenneth Marshall	Churchwarden, Finance Committee, Fabric Committee
Miss Diana Robertshaw	Churchwarden, Safeguarding Officer, Finance Committee, Fabric Committee, Deanery Synod Representative
Ms Angie Poppitt (<i>in attendance</i>)	PCC Secretary, Finance Committee, Fabric Committee, Electoral Roll Officer
Hon. Treasurer - position currently vacant	(Role undertaken by Churchwardens until a replacement is determined.)
Mr Martin Carr (<i>ex officio</i>)	Licensed Lay Minister
Mrs Jemma Lawley	Children's Champion
Dr Siobhan Martin	
Mrs Anne Palmer (<i>until April 2019</i>)	Fabric Committee
Mrs Catherine Price (<i>from 2019</i>)	Deanery Synod Representative
Mr David Risley	
Mr Robert Stichbury	Finance Committee
Ms Jane Walker (<i>until April 2019</i>)	
Mr Emlyn Williams (<i>from April 2019</i>)	

Details of Professional Advisors

BANKERS

HSBC Bank plc
1-3 Bishopsgate
London EC2N 3AQ

Unity Trust Bank plc
Nine Brindley Place
Birmingham BI 2HB

CCLA Investment Management Ltd
Senator House
85 Queen Victoria Street
London EC4V 4ET

CUSTODIAN TRUSTEE

London Diocesan Fund
London Diocesan House
36 Causton Street
London SW1P 4AU

LEGAL ADVISER

Mr John Woodhead
SA Law LLP
Gladstone Place
36-38 Upper Marlborough Road
St Albans
Herts AL1 3UU

INDEPENDENT EXAMINER

Mr Rassoul Jam
SSA Accountants Ltd
44 Furzedown Road
Sutton SM2 5QF

QUINQUENNIAL INSPECTOR

Mr Bob Wilson
Edwards Wilson
The Gallery, St Margaret Pattens Church
Rood Lane
London EC3M 1HS

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MINUTES OF THE ANNUAL PAROCHIAL CHURCH MEETING

held in the church on Sunday 31 March 2019

CHAIRMAN: Kenneth Marshall - Churchwarden and Vice-Chair PCC (Church in interregnum since February 2018)

ALSO PRESENT: Eddie Hardiman, June Marshall, Anne Palmer, Harriet Plyler, Kate Price, David Risley, Dorothy Risley, Diana Robertshaw, Robert Stichbury, Szabina Soptei, Emlyn Williams

1. Welcome & Prayers

Ken Marshall welcomed everyone, thanking them for their attendance.

2. Apologies

Rev'd Sophia Acland, Carole Bowring, Martin Carr, Jane Cruse, Barbara Oakley, Chris McCurdy, Angie Poppitt, Siobhan Martin, Isabelle Renault, Yasuko Stichbury, Sylvia Wirth

3. Minutes of the previous APCM held on Sunday 15 April 2018

The Minutes from the APCM held on 15 April 2018 were approved.

Proposed by David Risley, seconded by Harriet Plyler. Unanimously agreed and signed by Ken Marshall.

4. Matters Arising

There were no matters arising.

5. Meeting of Parishioners

It was confirmed that the period of service 6 year rule had been revoked by the APCM in 2008 and still stands. Both Churchwardens have agreed to stand for election this year. Di Robertshaw has been duly proposed by Yasuko Stichbury and seconded by Kate Price. The Chair of the meeting stood down, replaced by Di Robertshaw who announced that Ken Marshall has been duly proposed by Jane Cruse and seconded by Robert Stichbury. This was unanimously agreed by those present at the Meeting of Parishioners and both were declared elected to serve for the coming year. Di Robertshaw stood down as Chair of the meeting and Ken Marshall returned as Chair of the meeting.

6. 2019 Electoral Roll Report

Di Robertshaw presented the 2019 Electoral Roll Report on behalf of Angie Poppitt, the Electoral Roll Officer for All Hallows. The Church Representation Rules require a new Electoral Roll to be prepared every 6 years, of which 2019 is a sixth year. Everyone on the existing 2018 Roll were invited to reapply for the 2019 Roll. A copy of the new Electoral Roll has been displayed in the church before the APCM as required for 2019. Last year's Electoral roll stood at 95 members. The new Electoral Roll for 2018 now stands at 48 members all of whom are non-resident in the parish. This is the first year of the new Electoral Roll, and has been prepared in accordance with the legal requirements. The drop in membership is largely due to the number of previous wedding couples who have moved on, members relocating or taking up commitments elsewhere. Thanks were expressed to Angie Poppitt for her work as Electoral Roll Officer over the year.

7. Elections

(a) Parochial Church Council

The PCC were thanked for their work over the past year. An Electoral Roll under 50 people means the number of elected PCC members required is 6. There are 2 vacancies to fill for the PCC. Nominations duly proposed and seconded have been received for:

Catherine Price - nominated by Ken Marshall and Di Robertshaw

Emlyn Williams - nominated by Eddie Hardiman and David Risley

There were no nominations from the floor. The two candidates were duly elected unanimously and congratulated.

(b) Sidespeople

Anne Palmer thanked all the Sidespeople for their warm welcome to all entering the church, which is what many people entering the church remember most. The importance of the role of the Sidespeople in making the services run smoothly and meeting and greeting visitors was emphasised. Some visitors may be lonely and have not spoken to anyone for days, others may be coping with tragedy or bewilderment.

The 11 Sidespeople in the team for 2019/20 are: Naz Georgis, Eddie Hardiman, Norma Johnson, Jemma Lawley, Hasmeeta Mahandru, Virginia Main, Chris McCurdy, Barbara Oakley, Szabina Soptei, Robert Stichbury and Yasuko Stichbury.

Proposed by KLM, seconded by Harriet Plyler and unanimously agreed.

After 20 years as a Sidesperson and 10 years as Coordinator, Anne announced that she was standing down from the PCC today and as Sidesperson from the end of May, though continuing to worship at All Hallows. Anne thanked all the Sidespeople for their loyal support and encouraged them to continue to support the vital team. New members are still much needed, and anyone interested in joining the team should talk to Anne Palmer at any service. Ken Marshall wished to record thanks for Anne's contribution to All Hallows as the Sidespeople's Coordinator over the years and expressed good wishes for her future.

(c) Deanery Synod

No elections required this year.

8. Reports

(a) The Parish

As Churchwarden and Chairman of the PCC during the interregnum, Ken Marshall presented the Parish report for 2018 which had been circulated to the meeting members. All those involved in the running of the church had striven to maintain the daily activities of a thriving church, serving the needs of the local business and civic community and welcoming visitors from around the world. The report reviewed the important points in the life of the Parish in 2018, focusing on: Parish Life, Special Services, Social Outreach, Property, Tourism and the Arts.

Ken Marshall expressed thanks and appreciation to every member of staff and the community of All Hallows who had contributed to the ongoing care and support of the church and parish activities. Together we now look forward to the new phase of the church's ministry with the arrival of the Rev'd Katherine Hedderly as Priest-in-Charge and Area Dean of the City in April 2019.

(b) Fabric

Ken Marshall presented the Fabric report which was circulated to all present. All members of the Fabric and Finance Committees, as well as the PCC were thanked for their support and help during the past year. In 2018 the achievements were:

- i. The adapted shortened pews had been completed and placed in the North aisle. The remaining wood was used to create a new plinth for the ‘Family’ statues;
- ii. The electrical work has been completed;
- iii. All required surveys and inspections to maintain the status quo have been completed;
- iv. The Porch Room Project was completed, together with a refurbished kitchen and Counselling Room;
- v. The Vicarage was made ready and occupied by the new Bishop of London, Dame Sarah Mullally.

All those involved were thanked for the extra work needed during the interregnum, together with recognition of the work of the Inspecting Architect Bob Wilson and his team

(c) Finance

Ken Marshall introduced the finance report summary and relevant graphs and charts which had been circulated to all present. The finances are prepared by Angie Poppitt and inspected by Rassoul Jam of SSA Accountants. The accounts had been displayed as legally required prior to the meeting. The 2018 accounts have been formally approved by the PCC.

The church finances are generally in good order, with a similar picture to last year. The cash flow is good with an increased income from grants but off-set by increased cost of repairs. Expenditure was not quite in line with the budget due to the refurbishments of the Vicarage for the Bishop of London (much funded by the Charity Commissioners) and required upgrades in the Church (funded from the 2017 surplus and grants for the Porch Room). Over one year the work done represented 4 to 5 years of the program originally planned. The contributions from the Wakefield and Tetley Trust and the Northcott Foundation was gratefully acknowledged. The PCC and Finance Committee were thanked for their support, together with the hard work put in by Angie Poppitt and Rassoul Jam and team.

Question: Dorothy Risley asked where the details and breakdown of the expenditure costs were shown for the Vicarage and Church refurbishment/repairs Ken Marshall referred to Note 15 on the accounts which gives the total paid by the church as £118,897, of which £69,335 was funded by grants. With regard to the Vicarage, the bills were taken directly by the Church Commissioners.

(d) Deanery Synod

Kate Price tabled the City Deanery Synod Report for 2018 which had been circulated to all present. The Lord Mayor was welcomed to the meeting in January with presentations on The Reformation. The October meeting focussed on ‘Mapping the City”, with presentations, firstly from the City Pastors scheme which supports the night-time economy of 50-60,000 people enjoying restaurants, night clubs and bars some of whom may find themselves in a vulnerable state due to alcohol, drugs or personal/mental health issues. The second presentation was on English, Prayer, Action, based at St George’s in the East, reaching out to the City night-time workers, offering English language, worship and community action support.

(e) Ministry Report for 2018

This report had been tabled by Revd Sophia Acland and had been circulated to all present at the meeting.

(f) Education and History Officer’s Report 2018

This report had been tabled by Adey Grummet and had been circulated to all present at the meeting.

9. Adoption of Accounts

The accounts have been independently examined by Rassoul Jam of SSA Accountants. The adoption of accounts was proposed by Harriet Plyler, seconded by David Risley, and unanimously agreed. There were no questions.

10. Appointment of Independent Auditors

The re-appointment of the independent auditors SSA Accountants, who have worked with us since 2006, was proposed by Robert Stichbury, seconded by David Risley and unanimously agreed.

11. Any Other Business

i. Interregnum

KLM updated the Meeting on the current plan for the Licensing of the new Vicar, Rev’d Katherine Hedderly on Wednesday 3 April.

ii. Thanks

David Risley thanked the Churchwardens for all their support and input during the Interregnum. Ken Marshall responded on behalf of the Churchwardens and expressed thanks particularly to Sophia Acland and Martin Carr for keeping the ministry of the church on an even keel. He reflected that the “staying together” that everyone had exhibited, and the contributions given by the welcomers, sidespeople, servers, staff and the entire Sunday, weekday and Taize community, has made us stronger and we have learnt much.

The lives and contributions to All Hallows of those who have died this year were remembered:
Jessie Morgan; Dorothy Ransome; Alfred Simmonds; Michael Wilson

12. Date of next APCM

To be arranged once the new Vicar has started

The meeting finished with the Grace.

Signed as a true record of the meeting:

Chairman: _____

Date: _____



ELECTORAL ROLL REPORT

Angie Poppitt, Electoral Roll Officer

I present to you the Electoral Roll for the year 2020, a copy of which has been on display in the church before the APCM as required.

At last year's APCM the new Electoral Roll stood at 48 members. 9 people have been added during the current year, and 0 have been removed. This means that the Electoral Roll for the year to 3 September 2020 now stands at **57** members, all of whom are non-resident in the parish.

This is the first revision of the current Electoral Roll, and has been prepared in accordance with the legal requirements.

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VICAR'S REPORT

Rev'd Katherine Hedderly, Vicar

A Year of New Beginnings

The Parish of All Hallows by the Tower began a new chapter in its history and ministry in 2019 year with the appointment of its first woman incumbent. This brought change but also continuity to this inclusive church, as many of the aspects of the parish's life, mission and ministry continued to deepen and grow. Sitting at the gateway between the City of London and Tower Hamlets, the church continued to make the most of the opportunity and challenge of its unique setting, by being a place of community, encounter and support for the diverse and vibrant communities it serves.



Our vision is for all to encounter the love of God through welcome and hospitality, prayer and worship, compassionate care, educational provision and Christian study, through the rich history of this fascinating and beautiful heritage site, and in our work on pressing issues of social justice, including care for the environment. All Hallows has continued to reach out to local businesses, local residents and Londoners, City workers, the varied Civic institutions and communities of the Square Mile, including the Livery Companies, the maritime and river community and of course the many tourists and pilgrims who visit. It was a year in which we sought to develop our partnerships, grow our links and deepen our community.

Parish Life

Our worshipping communities across the week have continued to meet for our Sunday Parish Eucharist, midweek Taizé Evening Prayer, daily Morning Prayer and two weekday Eucharist services. Our congregations are marked by their friendly and hospitable welcome and reflect the diversity of our location and the gathered nature of City church communities and, each week, many who work nearby along with visitors and tourists from around the world have joined these regular services. We have a faithful core of regular worshippers and have been looking at ways to grow. One of the ways in which we have done this is through growing confident disciples in our new regular faith courses run this year in the autumn and during the Advent season. We have held sessions to explore our vision for the future and held an Away Day in September. This work will continue into the coming year as we renew our Mission Action Plan for the next three to five years.

All Hallows continues to provide a place of peace and to offer pastoral care for all who work around Tower Hill and in the parish, including City workers in the fast-paced corporate environment, those who service and maintain the life of the Square mile: cleaners, security and maintenance staff, hotel employees and those who work in the many shops, restaurants and tourist outlets.

We regularly live-stream our services, including our special services, and so are able to welcome many to join our worship online from around the world, as well as those who through disability or for other reasons are not physically able to come to church. Along with our website and social media presence, our online communications have been an important part of our inclusive welcome and outreach this year and we will be exploring this dimension of our worship in the coming year. We have also broadcast a BBC Radio 4 Daily Service from our St Francis chapel and contributed to the Church of England Daily Prayer app and online resources.

Our worship has included the rich liturgies of the Church's seasons of Advent and Christmas, Lent, Easter and Remembrance-tide and we celebrated Creationtide at Harvest, expressing our Christian concerns over the climate emergency and seeking ways to bring change. Our public liturgical life has included the regular round of special services for our many Civic and community connections, including the thanksgiving, installation and carol services for our three associated Livery Companies, the Worshipful Companies of Bakers and World Traders and the Company of Watermen and Lightermen.

Other special services have included the Beating of the Bounds, the welcoming of the Friends of the Diocese of Cyprus and the Gulf for their Thanksgiving Day and the poignant Thames Memorial service when we dedicated the new memorial for those who have lost their lives in the river, where many from the emergency services and local river community, along with families, gathered to remember. Our Christmas services with local businesses and charities and our parish carol services were a highlight and strengthened our local connections and through them we were able to provide financial support to a wide range of charitable concerns.

Welcome and Hospitality

Over the year we have hosted a number of exhibitions, concerts, plays and events and through them we provide opportunities for many who otherwise may not come to church to be welcomed in creative ways. Our wonderful team of church welcomers and City Guides, who offer free guided tours, bring to life the history and stories of the church to visitors from all around the world. Our Queen Mother Centre is host to the Byward Kitchen and Bar, which has helped to enhance our welcome our offer to visitors. This last year has seen a closer relationship developing as we look for ways in which the ministry of the church can further integrate with this popular local café. Hospitality is at the heart of our community and we have held a variety of lunches and gatherings through the year, both for our regular congregations as well as our welcomers, guides and staff.

Mission and Outreach

This year we have sought to build on All Hallows' legacy of social action and support for the most vulnerable which began when Tower Hill was a place of social deprivation in the 1930's and the church addressed the social challenges of the time for local people. We have strengthened our connection with the First Love Foundation and its Tower Hamlets Foodbank, by setting up a new Partnership Programme, launched in October, Tower Talent, supporting local people coming through crisis into work in a sustainable way, with support and mentoring from our wide circle of local connections, to build and create resilience in our local community and to transform lives. This Partnership brings together two dynamic organisations, both deeply connected in the local community. As we build on our focus as a community hub to host and support this work, we are fulfilling the vision of the Porch Room and associated development of last year as a resource to support community. We support many other educational and charitable groups, including our own Tower Hill Chaplaincy, through these spaces.

Our work in bringing issues of social justice and global development into the City was marked by our involvement in Just Share, hosting two events, as well as our support for Christian Aid in its annual fundraising week and 'Circle the City' event. This year our commitment to action on climate change has been highlighted by the 'Green City' events we held in the autumn and our work on obtaining an Eco Church Award for the church.

Education: Our Arts in Education project, in conjunction with Clio's Company, brings around 1,000 children from Tower Hamlets, Hackney, Southwark and other boroughs into the church to enjoy and learn through two interactive drama workshops, based in Saxon and Roman times, each set specifically here on the site of the church. The Vicar and Churchwardens sit on the governing body of St Dunstan's College and contribute skills, time and expertise to this school, founded in the parish in the 15th century, with which we have strong and creative links.

As Area Dean for the City Deanery, the Vicar convenes the local Clergy Chapter and chairs the Deanery Synod, and in this role leads on the City churches' presence in the Square Mile. She is a member of the Senior Staff of the Two Cities Area of the London Diocese and contributes to the governance and vision setting of the churches mission in this part of the Diocese, as well as chairing and being a governor for two local charities. Through the roles that the Vicar holds and through links with our neighbours in the Tower Hill Management Group and local connections with the Corporation of London, other heritage sites and local Aldermen and councillors, All Hallows seeks to be at the forefront of initiatives that enhance the life of the City; care for vulnerable and homeless people, culture and the arts, interfaith dialogue, community resilience. We continue join together in ministry with other City churches for shared projects for mission and ministry.

Staff and Volunteers

The Associate Vicar, the Rev'd Sophia Acland and Licensed Lay Minister Martin Carr, have met regularly with the Vicar through the year as the Ministry Team to support and develop the congregational life of the church, through worship, prayer, faith development and pastoral care. We are very grateful to them for their faithful commitment to the life of the parish. Our worshipping life has been blessed by the creativity and gifts of our musical team, Director of Music Jonathan Melling and organist David Cook, along with our group of musicians and singers who regularly contribute to our worship, including our Taizé music group and our Sunday morning singers. Angie Poppitt, the Operations and Finance Manager, has provided tremendous support for the whole parish in her role, especially in this year of transition. Adey Grummet, our History and Education Officer, has helped all who visit and worship to learn more and be excited by the history, life and traditions of the church. Our part time verger Sean Boyle and and caretaker John Simpkins, who joined us this year, provide valuable hands on assistance week by week. We said goodbye to Joyce Pereira Bonet our cleaner and were glad to welcome Patricia de Moura Carara to the staff team.

We thank all who contribute to the life of the parish through the Parochial Church Council, all who act as welcomers and offer hospitality for services and events, and all who contribute through the liturgical ministries of reading, leading the intercessions, and serving in worship. Our Churchwardens, Ken Marshall and Di Robertshaw, have been a steadfast source of support. The many people who make up the All Hallows community have truly reflected what it means to be the body of Christ, where all are welcome and each person's contribution is vital to the whole.

A Future of Hope

This year we have begun the important work of charting the vision for All Hallows in the next three to five years. At the time of writing the world has been profoundly changed by the Coronavirus and we do not yet know what that will mean for us at All Hallows and the future context of our ministry and mission, as the City changes and adapts to these challenges. However we do know that more than ever the life of the church will be at the heart of this community of Tower Hill and All Hallows will continue to be a beacon of God's love and compassion and light for our world in these challenging times.

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WEEKDAY MINISTRY REPORT

Rev'd Sophia Acland, Associate Vicar

The year began with the parish still in the interregnum which dated back to February 2018 when the Rev'd Bertrand Olivier had left. Sunday Eucharists from January to March 2019 were covered by a number of visiting clergy, and special thanks are due to Rev'd Prebendary Rose Hudson-Wilkin, Ven Liz Adekunle and Rev'd John-Francis Friendship who each took several services. Our Churchwardens Ken Marshall and Di Robertshaw, our Licensed Lay Minister Martin Carr and our Operations Manager Angie Poppitt continued to shoulder a large number of extra tasks and we are extremely grateful for their dedication and hard work.

Meanwhile, we prepared for the arrival of our new Vicar, Rev'd Katherine Hedderly, who was licensed by the Bishop of London, installed as priest-in-charge by the Archdeacon of London and commissioned as Area Dean for the City of London at a service of Choral Evensong on 3rd April. This was of course a very special moment in the life of the parish, and the service was attended by representatives of the many different parts of the All Hallows parish and wider 'family', including the Alderman and Common Councillors, Masters and Clerks of our associated livery companies, representatives of local businesses, visiting clergy including those from our linked churches overseas, the Sunday and weekday congregations and Katherine's family and friends. The moving service, during which priest and people each expressed commitments to the other, was an opportunity for welcome, thanksgiving and celebration and was followed by a reception. For technical reasons, the benefice was in suspension, which meant that it was not until later in the year, on 3rd October, that Katherine was formally instituted and inducted as Vicar. We are delighted to have Katherine with us and know that she brings many gifts to this new role.

The pattern of annual services and events continued throughout the year with, for instance, the London Marathon service, Circle the City, Ash Wednesday, Holy Week and Easter, Beating the Bounds on Ascension Day followed by Festal Evensong, livery services and the Cyprus and the Gulf Service in August. Owing to unforeseen circumstances at the Mansion House, the Knollys Rose ceremony on 17th June was held instead at All Hallows, and it was good to be able to welcome the Lord Mayor and his wife to the church. Later in the year the Maritime Memorial Service and the All Souls Day service were well attended, as were the usual busy round of carol services for the parish and local institutions which saw very large numbers of people in church and were a lovely opportunity to keep in touch with the wider parish. The chapel choir of St Dunstan's College sang beautifully at the Carols by Candlelight service - another example of All Hallows' links being maintained and valued.

Regular weekday services were well supported. The Wednesday evening Taize service continues to be a high point of weekday ministry, and we are very grateful to our international group of volunteer musicians from a variety of church backgrounds who lead the singing. Many different people from all over London attend - some regularly, some more occasionally since many live or work some distance away. This means that although the average congregation is in the high twenties, the total number who come once a month or so is probably over a hundred. This year it was a particular pleasure to be asked by the Taize community in France to host their London Lent service. Br Jean-Patrick from the community joined us for this special service on 27th March, together with a number of musicians and many members of congregations from other London churches who, like us, value this style of worship. We also held an Ecumenical Taize service during the Week of Prayer for Christian Unity in January which was attended by members of local churches of other denominations and was an opportunity to renew friendships with our neighbours. In May we held a supper in the Vicarage for members of the Taize congregation which was a good chance for them to get to know the new Vicar. This year we also acquired a new Taize icon, and are grateful to members of the congregation who helped to mount this and to set up before services.

Morning Prayer on Monday to Thursday was attended mainly by the clergy but sometimes also by members of the Sunday congregation and visitors. The Tuesday lunchtime Eucharist now has an established congregation of around six who have got to know each other and clearly value the time to pray together in the middle of the day. The Thursday morning Eucharist has a congregation of around four who again obviously value the service and enjoy seeing and supporting each other. It is a privilege to share in worship with these very prayerful and faithful groups of people.

In addition, various special services were held throughout the year. In April, we hosted the Maritime Volunteer Service for their 25th anniversary. In June a very moving service to dedicate the new Thames Memorial in the South Aisle was attended by many people from all walks of life connected with the river, including lifeboat personnel, river police and members of the Company of Watermen and Lightermen. Funds for the memorial, which commemorates all who have died in the River Thames, were raised by one of our regular volunteers, Rob Jeffries, and the artist Clare Newton, together with Val Hills who sadly lost her son to suicide in the river. In October, members of HMRC at Customs House and former colleagues came to a special lunchtime Eucharist to mark the 40th anniversary of the death of Peter Bennet, the customs officer killed in the line of duty who is commemorated on the glass entrance doors of the church. There were two weddings, one funeral and one memorial service during the year.

As part of the process of discerning a vision for the future after Katherine's arrival, different people from the church community undertook to pray each day in the St Francis Chapel between Ascension Day and Pentecost; this coincided with the wider church's prayer initiative 'Thy Kingdom Come'. The chapel works well as a prayer station and was used again for a time of meditative prayer by a visiting member of clergy in August and for prayers for the environment during Creationtide and again in Advent. It was obviously valued by visitors, many of whom left prayers on the slips of paper provided.

With increasing public debate about global warming, pollution and extreme weather, the environment was seen as an important topic for mission. In June two members of All Hallows attended a workshop at St Martin's in the Fields followed by a march and mass lobby of MPs urging them to take action on climate change. A small group was formed to look at how All Hallows could engage on environmental matters and to pursue our work towards a Bronze Award with the Eco-church scheme run by environmental charity A Rocha. Under the name 'Green City', three events were held during the autumn, including talks by a panel of speakers from environmental charities, an 'Eco-quiz' to help us learn more about cutting our carbon footprint and reducing waste, and a vegan supper. Through the 'Toilet twinning' scheme we arranged to twin all our toilets; we also stopped using disposables for hospitality after Sunday services and held several outdoor events including a Taize social in the café garden and a prayer walk. As part of the 'Just Share' series, a talk was given on Artificial Intelligence and sustainable development. Further work on the environment is planned.

A major mission initiative was the Tower Talent partnership set up by the Vicar with the First Love Foundation who operate the Tower Hamlets Foodbank. This is an employability project aimed at helping former Foodbank clients and others in need to get back into work, and is aimed particularly at the over-25 age group, who are less well served by existing projects. By kind invitation of the manager of the Four Seasons Hotel in Trinity Square, a breakfast meeting was held in October which was very well attended and resulted in many kind offers of help from local businesses and contacts. The plan is to base the project in the Porch Room next year (15 people for a 12-week course each quarter) but for others to provide work experience, interview practice and so on.

Other charities and initiatives supported during the year include Capital Mass which helps Londoners out of debt and to find stable long-term accommodation, and Fairtrade Fortnight. During Advent we again took part in 'Send hope for Christmas', writing Christmas cards to prisoners of conscience through the Christian charity ACAT. Our education project with Clio's company - interactive plays about the Saxons (in the Spring) and Romans (in the autumn) - continued, as did a number of visits from schools doing the 'Fire of London' walks.

Links were kept up with the wider parish and local businesses and institutions throughout the year. The Porch Room and small meeting room plus new kitchen are a valuable asset and were used by local groups such as livery companies, company choirs and charities including Christian Aid. Until Katherine's arrival in April, I deputised for the Vicar by attending livery events, the Tower Hill Management Group, the City Rough Sleepers' Group and City events such as the Mercers' Company Lent sermon and supper. I continued to attend the HMRC Christian group and took the annual Remembrance Service at Custom House. I was also invited to speak at a Customs House special event on social inclusion and to judge the 'Great Customs House Bake-off' in aid of charity; we hope to keep up our historic links with HMRC after their office move to other parts of London next year. In October, the Duke of Gloucester, patron of the Tower Hill Trust, opened the newly refurbished terrace and garden to the east of the church and the Vicar said a prayer of blessing.

We continued to make use of the increased flexibility of the North Aisle now that the pews there have been shortened. In May, the London Bubble Theatre Company put on an interactive play, 'The Deal' exploring the role of the City in financing the Mayflower as part of a programme marking the 400th anniversary of its voyage to America. In July, we hosted 'Island of Saints', an exhibition which brought together the early Christian saints of the British Isles and the ancient tradition of Byzantine iconography. The choir from the Orthodox Cathedral of the Dormition sang at the opening night and the organisers also held a children's icon workshop and a talk on the Russian Avant-garde and the icon painting tradition. In the autumn, we held a second exhibition by Commission4Mission, a group of Christian artists promoting art in churches, this time on the theme of 'Creation'. Separately, and thanks to the generosity of former Alderman Richard Walduck, we were able to commission a piece of art for All Hallows: an icon of St Ethelburga, founder of the church, by the well-known iconographer Aidan Hart. The icon will show the saint holding an abbess's staff, some medicinal herbs to denote her work in tending the sick and a model of the Saxon church of All Hallows using references from the museum and church building, and will be ready in early 2020.

After a number of short-term appointments to the role while we searched for a long-term candidate, John Simpkins started work as part-time caretaker in April, working three hours every weekday morning; he has proved a valuable addition to the team. He, our lay reader and the weekend verger all attended Project Argus terrorism training with the City police. A lunch for our weekday volunteers and guides was held in the Vicarage in June and for regular staff, clergy and churchwardens at Christmas. The Vicar and Associate Vicar attended the Two Cities retreat and conference in Merville, France in November.

All that was achieved during 2019 was the result of a great team at All Hallows working together. With many thanks to everyone, and again the warmest of welcomes to Katherine, our new Vicar.

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LITURGICAL AND LAY MINISTRIES REPORT

Martin Carr, Licensed Lay Minister

The past year has seen both consolidation and growth in our liturgical ministries (a posh word for those who assist with our worship!)

The servers have grown in number and met together for training and fellowship.

The readers also grew in number, and new team members received training. We also augmented our team of intercessors, and a discussion session was led by Katherine to help refine our practice.

A faithful team have continued singing the psalm, and we are looking to augment this group too.

Our communion assistants also enhance our worship and enable prayerful distribution of the Eucharist.

As the only LLM currently in the parish I enjoy being part of the ministry team, and help with preaching, pastoral care and anything else which I am asked to do! Perhaps others would consider training for this ministry too?

Outside All Hallows I have a busy life training potential LLMs, as lay director of London Cursillo, as a vocations advisor, and as Operations and Finance Manager of St Paul's Marylebone.

It is a blessing to be part of such an active church, and I am delighted that we are growing and adapting to new challenges.



EDUCATION & HISTORY REPORT

Adey Grummet, Education & History Officer

All Hallows continues to offer a high-quality welcome to visitors of all ages. Reactions and feedback to all aspects of our 'interaction' with individuals and groups continue to be most positive.



Shop

The shop's turnover is steady, although the popularity of stock items is seemingly unpredictable. An item that flies out the door one month then sits in our stock cupboards for months afterwards. I am keen to keep our stock concise and pertinent to All Hallows activities and events. With this in mind, I was happy to make a visit to St Martin in the Fields' shop, at the suggestion of the Vicar, and to meet Sarah Martin to discuss possibilities and new ideas. Although theirs is a much larger operation than ours, she has kindly offered to make a return visit and offer advice.

After a series of thefts from the postcard displays, it became necessary to lock this stock away in the shop and to seal the display case in the North aisle. This has meant that this stock has been very slow to move, as purchasers must now ask at the shop instead of browsing. I hope that, after a period of discouraging unavailability, we might be able to move the postcard stock to a dedicated stand in the shop in the South aisle.

We kept Christmas stock very minimal for 2019 as it was so slow to move at Christmas 2018. Again, there was almost no interest in dedicated seasonal items. I also collated a small display of stock as 'merchandising' for the recent Toc H play in the church. I am afraid there was no interest at all and the stock was put away once more. However, in general, the 20-30 shop lines we have settled on seem to turn over regularly and continue to make us a comfortable profit.

Guides & Volunteers

We continue to be most thankful to our Volunteer Welcomers who are the first point of reference for most visitors to the church. Their gifts of their time to us are invaluable. I have had cause to be grateful to Stephania (Monday afternoons) during Barbara's recent illness as she has not only extended the hours she is with us to cover but she has also arranged the hours of her new job so as to be able to continue with the team. Howard is keen to return to the team as the work commitments took him away last September are coming to an end. He is happy to jump in to cover holidays and absences of current team members. I was also delighted to be able to take up a kind offer from Shirley Petko, an American museum docent, who was visiting London over Christmas. She came to join the team, taking Tuesdays right through December.

Most recently we have welcomed Veronica to the team. Her story is a great example of how effective our visitor welcome is. She has recently moved to London with her partner, who immediately found work in the museum sector. Veronica had been at a loose end in a strange town came visiting AH. Much inspired by the place, she got talking to Reggie (Wednesdays) who suggested she contact me and ask about getting involved here. As we needed a new person to take Tuesdays in the rota, her arrival has been most timely. She is now well settled in the role and is also working shifts in the café.

Our wonderful group of City Guides continue to be one of our most valuable assets. Having welcomed Claudia to the team last year, we hope to be adding another member through Jill Finch's contacts at St Paul's. The new rota for the season was planned to begin immediately after Easter and run through to the end of October. I am sad to report that Steve's stroke and its aftermath has meant that he has had to step down from the team permanently. We are most grateful to him for the time he dedicated to us and wish him all strength in recovery.

Our Guides are also our public face for the many group tours that book to visit the church. We have had several visits from U3A groups, historical groups and workplace groups. We are looking forward to welcoming the Society of Londoners and the Haileybury Society this year. Many of these groups also use the café for lunch or refreshments as a part of their visit. Speaking of lunch, the annual lunch held in the Vicarage for all our volunteers was once more a lovely occasion. We are all grateful to Katherine for her hospitality and to Loren for his wonderful cooking.

At the time of writing this report all of our volunteers were most sensible at the outbreak of the Covid19 virus situation and both teams are now stood down until further notice. We have had several kind and encouraging messages from them.

Displays

I have, this past year, moved along the Undercroft and now completed research and displays in the plate cases. This research has been most enjoyable as it has encompassed a wide variety of objects and covered a wide period of historical time. Some items have been rotated with those in our Treasury and the display is now not quite so focussed on Toc H ephemera and has brought out of obscurity some really quirky items. The Medieval costrel, which for years sat as a bit of an anachronistic mystery up the back of the Roman case, was suddenly identified reliably by a visitor. Once more we can be grateful to the Welcomer who engaged this visitor and passed on the information. The next bay of the Museum, around the cistern, holds many pictures of different aspects of the church. These, too, I have researched and now am able to display a lot more information about each of them.

We have, for some time, been in conversation with the Museum of South Georgia (in the South Sandwich Islands) and are considering their request to borrow Shackleton's barrel for at least a year. Their opening season is dictated by the extreme weather conditions of their remote location, so it only makes sense to consider a period of time that takes this into consideration, especially with the logistics of actually getting the barrel there in mind. The Museum Director was due to visit for a meeting in April but we will attempt to reschedule this discussion.

In November last year, Katherine hand-delivered Tubby's medals to Talbot House in Poperinghe. Following his death in 1972, Tubby's war medals were entrusted to All Hallows for safekeeping in our Treasury, where they have been stored since. We are delighted that proper accommodation and display for them has been arranged, through Tom Clayton and the family, and that the medals will now have a permanent home in the new displays in Talbot House. The medals are his Military Cross, 1914-15 Star, British War Medal, Victory Medal, King George VI Coronation Medal and his Companion of Honour. Since November, I have also identified Tubby's Order of Belgium in our Treasury and we plan to deliver this also to Poperinghe as soon as practical.

A request from Dave Fletcher, a computer games designer, to try out his new 3D modelling software with us has been welcomed. He is carefully photographing all areas of the church and creating a comprehensive, online 3D model. This has been fascinating as it has grown as it allows us to understand with much more exactness how different areas of the church relate to each other spatially. Not only does this have numerous practical uses in dealing with the fabric of the church but it also allows 'access' to areas not open to the public (e.g. we are regularly asked by Pepys fans if they may climb the tower) and to the Crypt for visitors with mobility needs.

A request from Revd Sam Van Culin to review his contribution to the Compass Rose window led to a new page of information being written about the window, his part in its genesis and all that it stands for. I wrote this under direction from Sam himself and it is now included in the Visitor Information Folder on the shop counter.

A contact from the War Graves Commission alerted us to the fact that we actually have one in the Columbarium. Whilst it was decided that the regular signage that the Commission promotes would not be appropriate in our church (the Columbarium is out of bounds to the general public), the information has been included in the signage about the Columbarium in the Crypt.

Outreach

We continue to have family and children's activities on display and permanently available in the shop and these are always popular. Our Welcomers are now well-practised in offering these to visiting families and it is a delight to have small 'lion hunters' or 'time travellers' buzzing about in the church. In the August school holidays, I made a table-based display of all these in the South aisle and added brass rubbing to the activities. This, too, is popular with all ages and, even though it requires the Welcomers to tidy up and restock supplies regularly through each day, I think it is much valued by exhausted parents and carers as well as enthusiasts. The focussed period of time makes this manageable when making this a permanent activity is staff- and resource-heavy.

The Stations of the Cross booklet has also continued to be a successful offering to visitors wishing to make a prayerful focus in their visit. The Gospel Imprint leaflets about numerous aspects of our faith and practice continue to be popular and it is often that one sees a visitor thoughtfully choosing two or three. Also, the I Don't Know Much About Church leaflet, describing aspects of All Hallows and their meaning within the practice of our faith, seems to need reprinting surprisingly regularly. I am continuing to work on a new Prayer Trail for the church, writing prayers and selecting hymn verses as poetry. I plan that this will function similarly to the Stations, leading the visitor from location to location around the church, but it will have a more general, year-round focus. The booklets will be free to visitors and I also plan that each station will have individual prayer cards to offer.

Enquiries

I continue to attempt to answer all research enquiries that come to the church. Often this is as simple as directing a family-tree enthusiast to the London Metropolitan Archive but regularly I am sent down an interesting 'rabbit hole' of research and end up uncovering more detail to add into our information about artefacts and history of the church. Highlights of enquiries this year are:

- A researcher working with Marlborough College asking about Sidney Woodroffe's sword and school cap that used to be on display in the church. I was able to send a 1920s newspaper cutting showing the cap and to assure them that, whilst the sword is no longer on display, it is safely kept in our Treasury.
- The Royal Society of Cartographers is beginning to amass information about historical parish maps for a new publication next year. Whilst the maps they were asking about are not in our collection, I was able to show them two that they had no record of! They will be back to record them soon.
- The novelist, Judy Graham, came to make enquiries about the possible logistics of headless bodies coming into AH and various crypt burials here in the time of Sir Thomas More, as she is setting her new historical fiction work on Tower Hill.
- A team of workers from Guy Carpenter & Co Ltd in Tower Place were musing on a Friday afternoon as to why our spire is green. They wrote to ask and a pleasant exchange followed. They were touched to be invited to visit the church at any time.

Clio's Company

The Romans season in the Autumn 2019 was once more a success, with many schools that have been before bringing new classes to the project. Bookings from schools did, however, come in slowly and quite last-minute and we were disappointed to have a couple of cancellations which left the actors as a loose end but, overall, it was a happy season for the company. Feedback from the schools is always most positive for the company and for the project. At the time of writing we were looking forward to the Saxons season this Spring being a good success as bookings had been coming in quickly and much interest shown. I am most sorry to report that this prospect was quite blighted by the Covid-19 situation. It is hoped that we might be able to welcome the schools back very soon.

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FABRIC REPORT

Ken Marshall & Di Robertshaw, Churchwardens

The Fabric Committee have met on five occasions this year, most with the benefit of the presence of our inspecting Surveyor, Mr Bob Wilson and his colleagues.



The first objective was to familiarise in detail the Revd. Hedderly, the new Incumbent, of the existing condition and plans to protect the many aspects of the fabric of this extremely old Church. The second was to determine the priorities the Quinquennial Survey and of the inevitably endless variety of renovation works.

These included proposals for repairs to the main roof particularly over the north and south aisles, and the potential for fitting solar panel detector panels. Further consideration was given to the first major restoration of the Great Organ since it was built in 1957. Another large renovation proposal considered was for the north store area, where we need to eliminate water penetration being experienced through the outside walls. These external basement wall and associated internal works are essential to provide modern hygienic toilets, which are used, inter alia, by some 1,000 schoolchildren annually, including those attending the Arts in Education project which All Hallows runs with Clio's Theatre Company, and the regular Fire of London workshops.

Other surveys included examination of the Main Drainage, the external west wall Clock, Organ condition assessment, investigation into the vibrations and noise intrusion we have experienced since the Tube line improvements undertaken by TFL. A detailed survey has been carried out of the undercroft chapels and museum to make the area as accessible as possible to those with disabilities. This includes doubling handrails and installing safety nosings of stone steps. All these needs will require grant funding, and we will look in 2020 to a plan of action and priority for these various fabric projects and focus for fundraising.

While our Fire Alarm System was fully functioning, it became clear that it was coming to the end of its natural life as failure of detectors was increasing. The decision was made to fully update the entire system of Alarm, Control and Detectors to ensure the best security from the risk of fire and this extensive work has been completed.

We carried out significant repairs to the heating pipework, following a leak in the system. We also modernised and renewed the male, female and disabled accessible toilets in the corridor joining the Church to its Queen Mother Centre, which had been in constant use for 18 years. We also carried out repairs to the organ humidifier and blower, which were showing signs of considerable wear and tear and had ceased to work properly.

In preparation for the new incumbent's arrival we carried out both internal and external decoration of the vicarage, together with work on the boilers and electrics at the house. Additionally, we renovated the Vicar's Office by painting, re-carpeting, and carrying out a complete overhaul of the Electrical installations within the Vicar's Office and associated area, taking the opportunity to further convert to environmentally beneficial LED lighting. There are a few small areas of the Church remaining to change to enable us to be 100% LED complete.

In such an ancient building there are limitations to what is achievable in energy conservation, but the process will continue as the various ongoing works and structure permit. We continue to minimise our energy consumptions by monitoring and adjust the timing and output temperatures from the recently installed gas boilers to reduce further our environmental footprint.

We remain most grateful to our Advisors and Contractors for their continuing interest and enthusiasm. Robin Moore has joined the Committee, and we thank him for his expertise, and our Operations Manager, Angie Poppitt for her tireless involvement.

FINANCE REPORT - year ended 31 December 2019

(To be read in conjunction with the Balance Sheet, Statement of Financial Activities and associated Notes). This report, together with the parish annual report and the rest of this booklet, forms an important part of fulfilling the accounting requirements of the Church Accounting Regulations (CAR) 2006 and the Charities Act 2011.)

Mr Kenneth Marshall, Churchwarden

Summary

The Charity's financial situation remains satisfactory, and our continued application of strong management of income and expenditure has resulted in a positive outcome. The Statement of Financial Activities shows that overall income has increased by £55,613 and overall expenditure has reduced by £40,235. We ended the year in a good position with a surplus of £86,983, compared with the previous year's deficit of £8,865. This surplus is largely due to the valuable one-off grants being received for works being undertaken in the church, and particularly a generous legacy of £74,211 received from the late Jessie Morgan.



ALL HALLOWS BERKINGECHIRCHE BY THE TOWER WITH ST DUNSTAN-IN-THE-EAST

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31ST DECEMBER 2019

Note	Unrestricted & General Funds	Designated Funds	Restricted Funds	TOTAL 2019	TOTAL 2018
	£	£	£	£	£
INCOME					
2 Planned giving	12,299	0	50	12,349	12,593
3 Collections & other giving	14,617	0	974	15,591	15,486
4 Other voluntary receipts	99,930	94,411	30,075	224,416	184,649
5 Gift Aid recovered	7,428	0	1,332	8,760	5,910
6 Other receipts	50,822	0	13,251	64,073	43,221
7 Activities for generating funds	3,300	0	1,113	4,413	3,801
8 Investment income	144,445	0	0	144,445	145,852
9 Receipts from church activities	23,705	0	0	23,705	30,627
TOTAL INCOME	356,546	94,411	46,795	497,752	442,139
EXPENDITURE					
10 Cost of generating funds	45,995	0	0	45,995	47,661
11 Missionary & charitable giving	5,436	0	1,493	6,929	6,184
12 Parish share	70,500	0	0	70,500	70,500
13 Clergy & staffing costs	116,431	25,248	1,466	143,145	131,924
14 Church running expenses	58,706	0	10,525	69,231	71,080
15 Church repairs & maintenance	20,469	20,000	6,798	47,267	118,897
16 Other property upkeep	12,944	0	10,000	22,944	0
17 Other support costs	4,758	0	0	4,758	4,758
TOTAL RESOURCES USED	335,239	45,248	30,282	410,769	451,004
NET INCOME/(EXPENDITURE)	21,307	49,163	16,513	86,983	(8,865)
GAINS & LOSSES ON INVESTMENTS					
Realised	0	13,000	0	13,000	0
Unrealised	0	0	0	0	0
NET MOVEMENT IN FUNDS	21,307	62,163	16,513	99,983	(8,865)
Balances brought forward at 1/1/2019	145,030	37,309	28,073	210,412	219,277
Transfers between funds	(444)	0	444	0	-
BALANCES CARRIED FORWARD AT 31/12/2019	165,893	99,472	45,030	310,395	210,412

BALANCE SHEET AT 31ST DECEMBER 2019

Note	2019 £	2018 £
FIXED ASSETS		
18 Tangible assets	10,526	21,051
19 Investments	108,000	75,000
	118,526	96,051
CURRENT ASSETS		
Stock	3,559	3,167
20 Debtors & prepayments	48,190	65,172
Short term deposits	124,800	68,985
Cash at bank	101,919	64,077
	278,468	201,401
CURRENT LIABILITIES		
21 Creditors: amounts falling due within one year	(12,473)	(32,982)
	265,995	168,419
NET CURRENT ASSETS		
	384,521	264,470
TOTAL ASSETS LESS CURRENT LIABILITIES		
22 Creditors: amounts falling due after more than one year	(9,126)	(9,058)
23 Provisions for liabilities and charges	(65,000)	(45,000)
	310,395	210,412
24 NET ASSETS	310,395	210,412
FUNDS		
Unrestricted	165,893	145,030
25 Designated	99,472	37,309
26 Restricted	45,030	28,073
	310,395	210,412

Income

Planned Giving by way of Gift Aided income from donors made by standing order, with its associated refund of tax paid, together with Give As You Earn, CAF vouchers decreased slightly to £12,349 (£12,593). However, plate collections and one off Gift Aid gifts have increased due to improved tax efficient giving by £2,955 to £24,351 (£21,396). We continue to encourage the congregation to move towards a more regular pattern of planned giving to assist us in our financial planning.

Church Rate contributions have reduced to £12,575 from £18,206, however the parish greatly values the support of the local businesses who have chosen to pay this voluntary levy, especially in the present uncertain economic climate.

The parish is yet again indebted to all of the grant-making trusts who regularly support All Hallows - the Wakefield and Tetley Trust, and particularly the Northcott Foundation who generously increased their grant, resulting in an increase of £4,250 to £99,375 (£95,125). This annual funding is crucial to our ongoing ministry and outreach on Tower Hill, and we are extremely grateful for the continued provision of this historical support. We are also grateful to the City Churches Grants Committee for their one-off grant of £30,000 toward the renewal of public toilet facilities within the church. We have also benefited from the refund of £19,480 of VAT under the Listed Places of Worship Grant Scheme in respect of renewals of the QMC toilets, organ humidifier and blower, fire alarms, electrical work and repairs of a failed heating pipe. To all our benefactors we give sincere thanks for their support of our ongoing ministry and outreach.

The rental income from the Queen Mother Centre, All Hallows House, church flat and mobile phone mast remains fairly constant at £141,145 (£142,980), and negotiations are still ongoing regarding the increase in rent which is due for the telecoms transmitter. The rental of these facilities provides us with a regular and reliable income stream, which is essential to sustaining our missional and financial objectives. We must note that there are arrears of rent due for the Byward Kitchen and Bar of £24,480 for which a repayment scheme has been put in place to recover the debt over a period of 3 years with effect from 10 May 2019, and the arrears have been included under Other Debtors (Note 20).

Income from our sundry church activities – special services, guided tours, recitals and bookshop sales etc. - was down at £23,705 (£30,627), in part due to a reduction in the number of carol services and weddings, but income from the bookshop remained broadly similar at £8,350 (£8,296). Our wonderful team of volunteer 'Welcomers' and City Guides again contributed some 1,800 hours of their time during the year to provide a warm welcome to our many visitors, and we are extremely grateful for their continued personal commitment and support.

Investment income has increased slightly to £3,300 (£2,872), while the level of these investments has increased to £95,000 from £75,000 by transfer from our deposit account. There was a surplus on revaluation of £13,000.

Expenditure

The PCC continued their policy of meeting our full Common Fund and Clergy Stipends costs and made due payment of £70,500. It was decided that it was not appropriate to commit to making an additional voluntary financial contribution during the interregnum, as we were without an Incumbent for part of the year. The cost of staffing, including the organist and part time staff has increased to £111,156 (£102,825). This was in part due to interregnum clergy expenses, extra verging fees and the employment of a cleaner.

Our programme of church repairs and maintenance continues. Following the development of the first floor meeting rooms which were completed last year, we undertook an extensive refurbishment of the male, female and disabled toilet facilities in the Queen Mother Centre at a cost of £22,944. Additional repairs and redecoration of the Vicarage in preparation for the arrival of the new Incumbent cost £24,294 (£22,886). In addition to our routine maintenance of the church we also carried out repairs to a leak in the heating pipework, as well as upgrading our fire alarm system and repairing the organ blower and humidifier, totalling £63,451 (£66,581). This means that our overall combined parish property expenditure, excluding utilities and insurance, increased by £21,222 to £110,689 (£89,467), which includes the total depreciation of the church heating boilers and AV equipment at £10,525.

Church running costs, excluding salaries and property expenses, increased by £4,073 to £58,702 (£54,629) partly due to backdated organ tuning costs and additional hospitality to welcome our new Incumbent to the parish. Careful supervision of detail in expenditure has kept us in line with our annual budget. Charitable giving increased to £6,929 (£6,184), reflecting our support for missional projects at home and overseas through Christian Aid, Toilet Twinning, Capital Mass, A Rocha, Just Share, National Churches Trust and the Tower Hamlets Foodbank/First Love Foundation.

Reserves Policy

It is the PCC's policy to maintain an amount of reserves equating to six months normal running expenditure. The PCC has continued to work towards building a level of designated funds commensurate with short to medium term needs for the operation, repair and maintenance of the fabric of All Hallows and St Dunstan in the East. We are mindful that we have major works to the roofing, undercroft and organ to undertake within the next few years for which part grant funding will be essential. Meantime the PCC, together with its Inspecting Surveyor, Mr Bob Wilson of Edwards Wilson, continue to work hard on implementing an appropriate timescale for assessment of need and determining a prudent level of funding for the regular aspects of preservation required by our two Grade I listed buildings.

Appreciation

We are extremely grateful for the valuable contributions made by the PCC, Finance, Fabric and other Committees which have met throughout the year to oversee the best use of resources in the church's many activities. These accounts demonstrate how indebted we are to our Operations and Finance Manager, Angie Poppitt, whose daily focus and careful control has again, together with guidance of the Independent Examiner, kept our accounts in good order.

These Accounts were approved by the Parochial Church Council at their meeting on 30 March 2020.

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DEANERY SYNOD REPORT

Kate Price, PCC Member & Deanery Synod Representative

Report of the Meeting held on 9 January 2019 at St Botolph without Bishopsgate,
in the presence of The Lord Mayor Alderman Peter Estlin and the Lady Mayoress



Ministry to Children and Young people

There were three presentations on this topic. Rev Laura Jorgensen, Chapter Clerk, interviewed 10 year old Veronique Seymour, a pupil of John Cass School. Rev Katharine Rumens, Vicar of St Giles Cripplegate talked about the Sunday Club for young people, where children leave services after the collect and have activities such as writing a lively version of the Nativity, or organising anti plastics campaigns. Simon Rafferty, a volunteer from St Helens Bishopsgate, talked about his work with the 7-9 age group there. A favourite is "Friday Bridge" which welcomes children for a fun evening of activities and ten minutes of Bible Study - which can be seen to have an impact. Children are allowed to bring friends who are not from the church.

The Lay Chairman Rory Anderson then presented the Lord Mayor with a Bible. The Lord Mayor spoke about his appeal, A Better City For All, which will benefit two communities - City employees, residents and their family and friends, as well as those who live and work in our neighbouring communities. He said he would carry on working for 3 charities: The Samaritans, Place2Be, and OnSide Youth Zones. The last was begun in Manchester and aims to give a young people somewhere safe to go after school. The LM commented that our young people are our future; therefore we must invest in them.

Safeguarding

There were presentations by Suzanne Long, Director of HR and Safeguarding for the Diocese and Aileen Stamate, Safeguarding Manager. Suzanne explained that the new policy was grounded on the Bishops Policy Statement. All PCCs should have a policy. Everyone was responsible. Shortcomings of the past being investigated. More opportunity for victims to share their experiences via the Truth Project. The C of E co-operates with Charity Commission in Serious Incident Reporting. Safeguarding training is provided - free. Theological framework for safeguarding is enshrined in 2 works: The Gospel and Safeguarding and Forgiveness and Reconciliation. Ms Stamate explained they work with the Police and Probation serves in 18 boroughs. 1 in 4 cases involve children. 318 is a 24 hour service. Sexual, psychological and Physical abuse are the main categories.

Diocesan Budget

Stephen Priddle warned that the clergy stipend had been raised by 2% but only by means of using a lot of contingency money, so more money needs to be raised or costs cut.

Report of the Meeting held on 8 October 2019 at St Botolph without Bishopsgate

Rev Katherine Hedderly, the new Area Dean, opened the meeting.

Bringing your whole self to work

Robert Hughes-Penney, Alderman and Investment Director, Rathbones, reminded us that the Latin Domine Derige nos (God guide us) is written on stones in the City. He had a 3 point plan: (i) Seek a calling for your life. How do you hear or become aware of it (via friends/the Bible/pictures etc)? (ii) Go public about who you are as Christian. Robert told us that his answer to the question "What makes you happy?" in a high profile job interview was Jesus. He got the job! (iii) Have an action plan. He has organised Bible Study Groups in the office and videos in the lunch hour; he is also Chair of the annual City Prayer Breakfast (cityprayerbreakfast.co.uk).

Mark Bainbridge Executive Director Lawyers Christian Fellowship presented us with the useful Booklet 'Speak Up'. He pointed out that Articles 9 and 10 of the European Charter of Human Rights give us the right to Freedom of Thought, Conscience and Religion (9) and Freedom of Expression (10). The Equality Act 2010 gives us the right NOT to have a religion.

Mark gave us 10 top tips for sharing the Gospel at work: (i) Remember what you are there for. Build bridges and make sure you don't try to share your faith at the expense of the duties you are employed to carry out. (ii) Pray for people at work and ask for guidance from God before you proceed. (iii) Choose your time and place. (iv) Bring Jesus into conversations. (v) Be gentle. (vi) Don't lecture! (vii) Avoid passing judgement on others. (viii) Develop good habits by fostering a culture of conversation about faith. The more such discussions are commonplace, the less it will be felt to be "wrong". (ix) Respect colleagues' wishes - e.g. if they don't want to hear your message. (x) Treat others as you would have them treat you.

Douglas Johnston, sponsoring partner for EY Christian Network, also works on climate change and sustainability practice. He aims to help companies like BP (already very aware) understand that their concern for the environment can actually help their business. Douglas had 3 main points: (i) Work is hard and can affect our health etc, so he really finds it helpful to meet with fellow Christians. (ii) Christians find it hard to come out about their faith in the workplace, so he suggests sharing ways with fellow Christians about how they have done this. (iii) Christians sometimes believe they have to adopt certain modes of behaviour in the workplace, so this is why the work of EY in bringing Christians together in a network at work can be so helpful. EY organises Bible Study groups/carols at work/and other events.

Paula Gooder, Canon Chancellor, St Paul's Cathedral, focused on how we can take our work to Church. We wrongly assume that our spiritual lives and work lives cannot meet. St Paul does not split the body and soul. She analysed the Greek word : ψυχή which means soul or life force. Psyche comes from it. We take our soul to work with us: the principle is intentionality and what we do not at Church is as important as what we do in Church. LICC (The London Institute for Contemporary Christianity) which is committed to empowering Christians and church leaders to make a difference for Christ in our Monday to Saturday lives, is a great resource. The Church of England with its aim to help people lead a life in Christ all week offers its Setting God's People Free programme. One suggestion was to organise a slot in the service to talk about what you would be doing this time tomorrow. A discussion followed in pairs and groups and the panel took questions from the floor.

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Welcome and Hospitality

We have a new name for our sidespeople - "Welcomers". This reflects the aim of the sidespeople to be open and friendly when welcoming people to the church. The Vicar organised a training session for the Welcomers and this provided a good opportunity to consolidate all that has been passed down over the years and to refine any processes. It also allowed us to recruit and grow this important group and for them to receive the appropriate training. In addition this has all been formally recorded and pinned on the noticeboard in case of any queries. We hope to continue to grow this group and watch it thrive.

The welcomers have been the face of All Hallows every Sunday over the last year. They are responsible both before and after the service for providing a warm welcome to all who come, both to our regulars as well as to visitors from all around the world. They are involved in the service in taking the collection and guiding people forward for communion and are a helpful point of contact for anyone who needs extra assistance. They liaise with any families visiting with children so that they feel welcome and comfortable in church. They are briefed to assist in the evacuation of the church in case of emergency. After the service they ensure that all the service booklets are tidied away and they encourage the congregation to enjoy the refreshments on offer and to get to know one another. As we have many visitors, the welcomers help those who are visiting as tourists to be aware that a service is taking place, encourage them to stay and also signpost to the opportunity to visit the crypt museum once the service is ended. Each Sunday team has a good rapport and it is a way to get to know others in the congregation. It has been good to see friendships grow and flourish in the team this year.

Our dedicated hospitality team provide refreshments for our Sunday Eucharist service, as well as assisting with hospitality at other key times of the year, including our parish lunches for Palm Sunday, Harvest, All Saints and Christmas, both in church and at the Vicarage. We have been exploring how our practical ministry of hospitality, which is such an important part of our life together, is inspired by our faith. Our Advent faith course 'The Table' exploring the hospitality of Jesus, also included a simple lunch and our Pilgrim Course on the Beatitudes included breakfast. We look forward to more opportunities to share our faith and food in the coming year!

The members of the two teams are: Jenny and Ewell Collins; Eddie Hardiman; Norma Johnson; Sarah Kiernan; Jemma Lawley; Virginia Main; Chris McCurdy; Robin Moore; Loren Mrkusic; Barbara Oakley; Kate & John Price, Howard & Yvette Redgwell; Amanda Scott; Szabina Soptei; Robert & Yasuko Stichbury.

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BYWARD STREET, LONDON EC3R 5BJ**

Shining Christ's light on Tower Hill since AD675

A YEAR IN THE LIFE OF ALL HALLOWS



The arrival of the new Vicar! Katherine is Licensed by the Bishop of London.



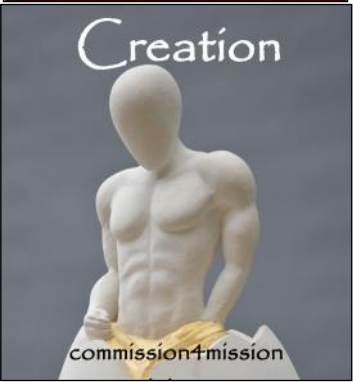
Beating the Bounds on Ascension Day

The Knollys Rose Ceremony



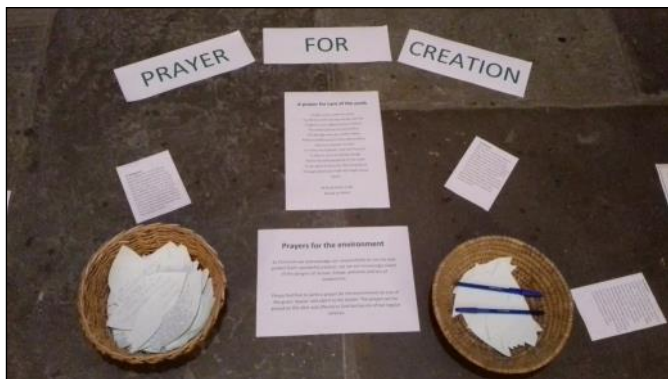
The dedication of the new Thames Memorial, for those who have lost their lives in the river.

Icon & Art Exhibitions





Sundays & Taizé
Weddings & Baptisms
Maritime Volunteers
Malta Memorial
Cyprus and the Gulf



Green City & Creationtide



Patronal Festival lunch



Education Project (Saxons)

Christmas



THE TEAM AT ALL HALLOWS

Vicar

The Rev'd Katherine Hedderly

Associate Vicar

The Rev'd Sophia Acland

Licensed Lay Minister

Martin Carr

Operations & Finance Manager

Angie Poppitt

Education & History Officer

Adey Grummet

Organist and Director of Music

Jonathan Melling

Church Wardens

Ken Marshall

Di Robertshaw

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