



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

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

**Sunday 18 April 2021  
at 12.15pm**

**ALL HALLOWS BY THE TOWER  
Shining Christ's light on Tower Hill since AD 675**

## INDEX

	<b>Page</b>
Annual Parishioners' Meeting and APCM Agendas	1
Preliminaries	2
Minutes of 2020 APCM	3-4
Electoral Roll Report	5
Vicar's Report	5
Weekday Ministry Report	6
Liturgical & Lay Ministries and Support for Charities Reports	7
Education & History Report	8
Fabric Report	9
Financial Report	9-10
Safeguarding Report	11
Deanery Synod Report	11-12
Welcome and Hospitality Report	12
A Year in the life of All Hallows	13-14

### **MEETING OF PARISHIONERS AND ANNUAL PAROCHIAL CHURCH MEETING** to be held in the Church and via Zoom at 12.15pm on Sunday 18 April 2021 following the 11.00am Eucharist

#### **Annual Parishioners' Meeting Agenda**

1. To read the notice convening the meeting
2. To sign the Minutes of the meeting dated Sunday 20 September 2020
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 the APCM dated Sunday 20 September 2020
4. Matters arising
5. Electoral Roll Report
6. Reports:
  - a) Vicar; Weekday Ministry; Liturgical & Lay Ministries & Support for Charities; Education & History
  - b) Fabric
  - c) Finance: including Adoption of Accounts and Appointment of Independent Examiner
  - d) Safeguarding
  - e) Deanery Synod
  - f) Welcome and Hospitality
7. Elections
  - a) Parochial Church Council (1 vacancy)
  - b) Deanery Synod - not required this year
8. Open discussion with opportunity of questions from the floor
9. Any Other Business
10. Date of Next APCM: Sunday 1 May 2022

# 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](http://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	Vicar
The Rev'd Sophia Acland ( <i>ex officio</i> )	Associate Vicar
Mr Kenneth Marshall	Churchwarden, Finance Committee, Fabric Committee
Miss Diana Robertshaw	Churchwarden, Children's Champion, 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
Mr John Hunt ( <i>from September 2020</i> )	
Mrs Jemma Lawley ( <i>until September 2020</i> )	Children's Champion
Dr Siobhan Martin	
Mr Robin Moore ( <i>from September 2020</i> )	Fabric Committee
Mrs Anne Palmer ( <i>from September 2020</i> )	Safeguarding Officer
Mrs Catherine Price	
Mr Howard Redgwell ( <i>from September 2020</i> )	
Dr Szabina Soptei ( <i>from September 2020</i> )	
Mr David Risley ( <i>until September 2020</i> )	
Mr Robert Stichbury	Finance Committee
Mr Emlyn Williams	

### Details of Professional Advisors

#### BANKERS

HSBC Bank plc  
1-3 Bishopsgate  
London EC2N 3AQ

Unity Trust Bank plc  
Four Brindley Place  
Birmingham B1 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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## **MEETING OF PARISHIONERS AND ANNUAL PAROCHIAL CHURCH MEETING held in the Church and via Zoom at 12.15pm on Sunday 20 September 2020**

**Chairperson:** Rev'd Katherine Hedderly, Vicar

### **Present in Church**

Sean Boyle, Jane Cruse, Eddie Hardiman, John Hunt, Hasmeeta Mahandru, Robin Moore, Sarah Moore, Geoffrey Ogunleye, Anne Palmer, Szabina Soptei

### **Present on Zoom/telephone**

Fred Carr, Martin Carr, Yvonne Carr, Ewell Collins, Jenny Collins, Sheila Dudley-Finnan, Adey Grummet, Norma Johnson, Carl Lomas, Loren Mrkusic, Virginia Main, June Marshall, Ken Marshall, Siobhan Martin, Jonathan Melling, Simon Norton, Barbara Oakley, Angie Poppitt, Harriet Plyler, Kate Price, Howard Redgwell, Yvette Redgwell, Di Robertshaw, Ian Robertson, Robert Stichbury, Yasuko Stichbury, Emlyn Williams, Sylvia Wirth, Tracey Worth

## **MINUTES OF THE ANNUAL MEETING OF PARISHIONERS**

### **1. To read the notice convening the meeting**

Katherine welcomed everybody and Angie read the notice to convene the meeting.

### **2. To sign the Minutes of the previous meeting as distributed**

These formed part of the APCM Minutes and were agreed and signed as part of those.

### **3. To elect Churchwardens for the ensuing year**

Katherine thanked Ken and Di personally and on behalf of the parish for their support over the past year and for their willingness to continue in their roles. It was confirmed that the period of service 6 year rule had been revoked by the APCM in 2008 and still stands. Both churchwardens are standing for re-election and no other nominations have been received.

Ken Marshall	Proposed by Di Robertshaw	Seconded by Robert Stichbury	All in favour
Di Robertshaw	Proposed by Anne Palmer	Seconded by Jane Cruse	All in favour

Both were duly declared elected to serve for the coming year and there being no further business the meeting was closed.

**Signed as a true record of the meeting:** \_\_\_\_\_

**Date:** \_\_\_\_\_

The Rev'd Katherine Hedderly, PCC Chair

## **MINUTES OF THE ANNUAL PAROCHIAL CHURCH MEETING**

### **1. To read the notice convening the meeting**

The APCM followed immediately after the Meeting of Parishioners, and Angie read the notice to convene the meeting.

### **2. Apologies**

None had been received.

### **3. Minutes of previous APCM on Sunday 31 March 2019**

Ken asked for the final paragraph under Finance (8c) to be amended to show that the bills for the Vicarage refurbishment were shared between the parish and Church Commissioners, rather than paid for by the Church Commissioners. The Minutes were then agreed and signed by Katherine.

Proposed by Harriet Plyler      Seconded by Martin Carr      All in favour

### **4. Matters arising**

There were no matters arising which were not covered elsewhere on the Agenda.

### **5. Electoral Roll Report**

Angie presented the Electoral Roll for 2020, a copy of which has been displayed in the church before the APCM as required. Last year's Roll stood at 48 members, 9 people have been added during the year and none have been removed, which means the Electoral Roll for the year to 3 September 2020 stands at 57 members, all of whom are non-resident in the parish. Thanks were expressed to Angie for her work as Electoral Roll Officer over the year.

### **6. Reports:**

A booklet of combined reports had been produced and made available in advance of the APCM which contains detailed information about the various areas of parish life. The reports were also summarised at the meeting.

#### a) Parish - Vicar; Weekday Ministry; Liturgical & Lay Ministries; Education & History

Katherine thanked everybody for the warmth and hospitality she had been shown since her arrival last year. She had been particularly struck by the breadth of life in the parish, with its international connections, and links to the City, livery and businesses, which tied in well to our vision of being a light shining on Tower Hill. She also mentioned her role as Area Dean for the City, and felt that her work with the clergy and churches around the City had made a positive contribution to the life of the parish. She touched briefly on the items in the other parish reports and thanked the staff and various teams of volunteers for all they had done to keep the church together during the interregnum and helping to make it such a welcoming place to be.

#### b) Fabric

Ken reported that it had been a very busy year with lots of renovations happening at the Vicarage with the Bishop moving out and the new Vicar moving in. We have completed the refurbishment of the QMC loos and there are various other projects in the pipeline such as the north store loos and crypt accessibility, but all major work has been put on hold during the pandemic. He thanked the Fabric Committee and also our surveyor Bob Wilson for their work on helping to maintain the church buildings, and we look forward to resuming our programme of works when possible.

c) Finance: including Adoption of Accounts and Appointment of Independent Examiner

The accounts were prepared by Angie and independently examined by Rassoul Jam of SSA Accountants and had been displayed as legally required prior to the meeting. They showed that we were in a stable position at the end of 2019 and that our income and expenditure had been fairly consistent. We are grateful to the Wakefield & Tetley Trust and the Northcott Foundation for their generous ongoing grants, and to the CCGC for a grant towards the refurbishment of the QMC and north store loos. We are also grateful to the late Jessie Morgan, who left a substantial legacy to the church. Thanks were expressed to Angie, the Finance Committee and Rassoul for their work in preparing the figures. The Accounts were approved by the Parochial Church Council at their meeting on 30 March 2020 and are presented to the APCM for adoption.

Proposed by Jane Cruse      Seconded by June Marshall      All in favour

The APCM were also asked to consider the reappointment of the Independent Examiners SSA Accountants, who have worked with us since 2006.

Proposed by Ken Marshall      Seconded by Anne Palmer      All in favour

d) Deanery Synod

The Lord Mayor was welcomed to the meeting in January with presentations on ministry to children and young people and safeguarding. The October meeting looked at bringing your whole self to work, with ideas for sharing our faith in the workplace and vice versa.

e) Welcome and Hospitality

The sidespeople are now known as welcomers, which reflects their aim to offer welcome and hospitality to all those who come to the church. Thanks were expressed to the members of the welcome and hospitality teams for their important contribution to the life of the parish.

**7. Elections**

a) Parochial Church Council (6 vacancies)

The PCC were thanked for their work over the past year. As our Electoral Roll is now over 50 people the number of elected PCC members required is 9. Jemma Lawley, David Risley and Robert Stichbury are due to stand down this year at the end of their term, which means there are now 6 vacancies to fill for the PCC. 5 nominations had been received for:

John Hunt	Proposed by Kate Price	Seconded by Dorothy Risley	All in favour
Robin Moore	Proposed by Di Robertshaw	Seconded by Martin Carr	All in favour
Anne Palmer	Proposed by Howard Redgwell	Seconded by Martin Carr	All in favour
Howard Redgwell	Proposed by Martin Carr	Seconded by James Ansell	All in favour
Szabina Soptei	Proposed by Di Robertshaw	Seconded by Kate Price	All in favour

There were no nominations from the floor and all 5 candidates were duly elected.

b) Deanery Synod (1 vacancy)

Katherine explained that because our 2019 electoral roll had been under 50, we were only entitled to one place on the Deanery Synod this term. Kate Price is therefore not standing for re-election on this occasion, and Katherine thanked her for her many years of service on the Synod. Di Robertshaw, who is also the Deanery Synod Secretary, was standing for re-election.

Proposed by Ken Marshall      Seconded by Kate Price      All in favour

**8. Open discussion** with opportunity of questions from the floor

Katherine explained that although the APCM was principally reporting on parish life in 2019, the delay to the meeting caused by Covid meant that a large part of 2020 had also now passed. The pandemic had necessitated major changes in the way we worshipped together during the year, with services and events moving online during the lockdown and later becoming a combination of simultaneous online and in-church services. Several of the staff had been put on furlough while the church was closed, and the café had also been forced to shut. Even after the church had reopened to the public things were very quiet, with few visitors and office workers returning to the City.

There is a lot of uncertainty ahead and looking back we can see that the nature of what we do has become very different. However, it was very encouraging to see how a closer sense of community and pastoral care has developed through mutual support. A lot of our regular building blocks, both financially and spiritually, have been challenged during this time and it will take a while for things to return to any kind of normality, but will be keeping things prayerfully under review as we consider our plans for the future.

Thanks were expressed to Katherine and the staff team for the way they had supported the congregation during the pandemic, and for putting in place the means by which we could still worship together online. Many felt that the Zoom services had been a real blessing, as they enabled everyone to keep in touch and feel connected to the wider parish. The Taize team were also thanked for their hard work in putting together the music and singing for the online services. Katherine added her own thanks to the parish for their support, love and prayers during a difficult time for all of us, and said that we should rejoice that even though we may not be all together physically we were still all together in community.

**9. Any Other Business**

There were no other items of business for discussion.

**10. Date of Next APCM:**

The next APCM will be held on Sunday 18 April 2021 at 12.30pm

The meeting closed with prayer.

**Signed as a true record of the meeting:**

\_\_\_\_\_  
The Rev'd Katherine Hedderly, PCC Chair

**Date:** \_\_\_\_\_



## ELECTORAL ROLL REPORT

### Angie Poppitt, Electoral Roll Officer

I present to you the Electoral Roll for the year 2021, 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 57 members. 5 people have been added during the current year, and 0 have been removed. This means that the Electoral Roll for the year to 29 March 2021 now stands at 62 members, all of whom are non-resident in the parish. This is the second 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 Challenging Year

2020 has been a challenging year, as the Covid-19 pandemic swept across the world and affected all of our lives in significant and costly ways. It has highlighted inequalities in our society and made us more aware of and grateful for those who support our lives and well-being, the hidden workers, those in the NHS and all healthcare workers. And it has been a year in which we have come to recognise more clearly the gifts of one another, and the calling of the church to reach out in practical ways to support those in greatest need. Here at All Hallows, situated on the interface between the City of London and the Borough of Tower Hamlets, we have seen the cost both to livelihood and businesses and to families and those who have been isolated and struggling. It has given us a renewed vision to be a more compassionate community, to be more confident as we share the hope of our Christian faith and the transforming presence of God who brings renewal and new life, and to be more creative as we seek to build on what we have learned during this time, including the importance of our online presence, as we grow the life of the church.



On 23 March the first national lockdown was put in place by the Government, which included the closing of places of worship. The pilot for our Tower Talent project with the First Love Foundation, supporting those coming through crisis into work, which started in January and our Education project with Clio's Company, were both cut short as the country went into lockdown. Our worship at All Hallows went on-line, we created prayer and worship resources that members of the community could use in their own homes, we set up a Pastoral Network of support and we reached out, in creative ways, through our online presence, to continue our ministry and mission of the church. Our church community has grown in depth and numbers through this time.

Following Government and Church of England guidelines, with a comprehensive Covid-safe risk assessment in place, we re-opened the church for private prayer on 16 June, and for public worship on Sunday 12 July. We continued to follow the guidance through the year, and were open for private prayer only during the second national lockdown 5 Nov - 2 Dec.

The local area that we serve here in the City of London, which is part of the Central Activity Zone, has seen numbers coming to work fall drastically by up to 90%. This, combined with international and domestic travel being curtailed due to the pandemic, meant that the regular pre-Covid numbers attending All Hallows for worship and footfall of visitors to this important heritage site, adjacent to the Tower of London, fell away. The Byward Kitchen and Bar had to close and our regular sources of income were significantly reduced: including donations, income from events, our Education activities, as well as the income from the café. Over the course of the year, we lost 25% of our regular income. We took steps to alleviate this by reviewing all expenditure, putting all capital projects on hold, making use of the Government's Job Retention Scheme, reducing staff hours where possible and reviewing our opening hours. Along with support from our regular grant making trusts, we were delighted to be given a Covid-19 emergency grant from the Wakefield Trust during this time which, along with the prudent stewarding of our resources, meant that we were able to come to the end of the year without needing to go into our reserves. This will stand us in good stead for 2021, which again will be an uncertain year.

#### Parish Life

The PCC met six times during the year, along with its committees and transitioned well online and the Vicar and Churchwardens, with our excellent staff team, have managed the life of the parish well through this demanding year. We have been developing our Mission Action Plan 2021-2023. Through the use of Zoom we have sustained and grown our community over the year and been able to maintain connections and pastoral care and welcomed people from around the country and around the world, as well as locally in the parish here on Tower Hill. Our regular Sunday and Taizé services have continued and thrived and a new online midweek Morning Prayer has been spiritually sustaining. We have held three study course through the year and grown in our discipleship and faith. We have been blessed by our own musicians, with the online Taizé choir going from strength to strength, our own singers and organ for Sundays both in person and online and the musical resources of St Martin-in-the-Fields that we have used through the year enhancing our worship.

**Church Year & Festivals:** Our journey through Lent, Holy Week and Easter began with 'Ashes to go' for commuters at the Tower Hill Tube Station. Along with our neighbour Rev'd Arani Sen, Rector of St Olave, Hart Street, we were able to ash a steady stream of people at this early hour. Our Holy Week services were fully on-line and included reflections from members of the community on the meaning of the cross in a time of the pandemic. Ascension Day included virtual Beating of the Bounds prayers for the parish and later in Remembrance-tide when the church could again be open, we welcomed families in person and online for a poignant All Souls service to remember loved ones. At our Patronal Festival for All Saints, the new icon of our founder St Ethelburga, by icon painter Aidan Hart, was blessed. It is a gift of Richard Walduck OBE DL Alderman of Tower Ward 2003-2007. Our preacher was the Rev'd Canon Tricia Hillas, Priest in Charge, St Mary at Hill, and Chaplain to the Speaker of the House of Commons. We were joined by representatives of the Guild of Entrepreneurs, for whom St Ethelburga is their patron saint. We held an extraordinary Advent and Christmas, with hybrid or online services for all of our associated Livery Companies, charities, businesses and organisations, including services for Toc H, the Worshipful Company of Bakers, the Company of Watermen and Lightermen, the Worshipful Company of World Traders and the Water Conservators. Our own Christmas services of Lessons and Carols, Carols by Candlelight, Midnight Mass and Christmas Day service brought people together both in church and online and we were able to celebrate and give thanks even in these extraordinary and challenging times and were filled with hope of the coming of Christ among us, light for all the world. We were joined by City and Civic friends, our Alderman, Nicholas Lyons, the Headmaster, Nicholas Hewitt and choir of our link school of St Dunstan's College, for a rich celebration of the season. Other special services of note during the year included the Water Conservator's Myddleton and Rededication service with Bishop Rose Hudson Wilkin preaching and the Marathon Thanksgiving Service in October, with a reflection by Bishop Libby Lane, the Church of England's lead bishop for Sport, along with marathon organisers and Christian Aid and the Installation Service for the Master of the Worshipful Company of Bakers.

Our rich connections with our **Livery Companies** continued through the year, with Masters of two of the companies as well as some members joining our regular worship. Ongoing pastoral care continued, particularly with members who had lost loved ones, or been affected by Covid-19 in other ways. Our Vicar joined online Livery Company events, including the Installation of Sue Algeo as Master of the World Traders, and the first of their Prayer Breakfasts, due to take place in the Byward café, but held online for now and the Tacitus Lecture. We look forward to welcoming them in person in the coming year. We also hosted and led worship online for the Friends of Cyprus and the Gulf's annual gathering in August.

#### Mission and Outreach

We continued to support the First Love Foundation and look forward to re-starting our Tower Talent project in the coming months. We have maintained our links with local businesses and organisations and those who live in the parish and to pray for them. Our charitable giving continued with a brilliant reading of the whole of the New Testament in one day, raising funds for Christian Aid, where we were joined by theologian Paula Gooder, members of the All Hallows community and friends. See support for charities on Page 7.

Our work in bringing issues of social justice and global development into the City was marked by our involvement in JustShare, with events exploring the Plastic Water Crisis, The Future of Fairtrade and Care for our Common Home, reflecting on the Pope's encyclical *Laudato si*, all themes that resonate with All Hallows' commitment to a fairer and more just world, and to action on climate change through our Green City initiative.

**Communications:** We have further developed our online resources and soon will be able to share the 3-D online model of the church which will enhance the experience of virtual visitors to the church and encourage in-person visiting. Our City Guides contributed to our *Our City Together* and in-house podcasts. Members of the congregation were interviewed for the BBC World Service, 'Heart and Soul' series about faith communities' engagement with online resources for prayer and worship, including apps and smart speakers. The Vicar led BBC R4's Daily Service for Ascension Day.

### **Education, Training and Nurture**

Our Arts in Education project with Clio's Company, engaging with local children in neighbouring boroughs off Tower Hamlets, Hackney and Southwark, managed one course in Feb/March and then went online for the remainder of the year. The Vicar and Churchwardens continued the important link as governors of St Dunstan's College. We have held three study courses through year: our Lent Pilgrim Course on the Creeds, Six Weeks with the Gospel of Mark, and an exploration of the Acts of the Apostles 'Missionary Journeys, Missionary Church'. Our training this year included session for our intercessors and servers in January.

### **Staff and Volunteers**

Thanks are due to our ministry team; Rev'd Sophia Acland (Associate Vicar) and Martin Carr (LLM) have given tirelessly to support the pastoral care, worship and ministry of All Hallows through this year of uncertainty. Our staff team Angie Poppitt (Operations & Finance Manager), Adey Grummet (History & Education Officer), Jonathan Melling (Director of Music), Sean Boyle (Verger), John Simpkins (Caretaker) and Patricia de Moura Carara (Cleaner) have done a wonderful job and those on furlough have come through with patience and good humour. We thank our churchwardens, PCC and volunteers and all who have contributed generously to the life of All Hallows. We enjoyed meeting with our welcomers and City Guides for our volunteers' lunch at the beginning of the year, as well as our online zoom teas, and look forward to the return of their welcoming, informative presence in the church in 2021.

As Area Dean for the City Deanery the Vicar has worked with Archdeaconry colleagues to support local clergy and churches as we have come through the pandemic. Early in the year she continued to contribute to the Humanitarian Assistance Group following the Fishmonger's Hall terrorist attack and has become a trustee of the London Centre for Spiritual Direction, based in the City. She led the ordination retreat for deacons and priests in the Diocese of Salisbury at Salisbury Cathedral in September.

### **A future of Hope**

In our Mission Action Plan we are exploring our vision for the next few years, as we come through the pandemic, to be a compassionate community, deepening our faith and becoming more confident in our discipleship, and seeking ways creatively to grow both in numbers and in depth of love of God. We will take what we have learned during this time to help and inform our vision for the future, to support local and global projects, as well as supporting City workers who are coming through this difficult year and coming back to the workplace, adapting to changing working patterns. The growth in our community this year, of friendship, depth and numbers, has been a source of encouragement and we will be seeking ways to build on this in the year ahead. It has been heartening in what has been such a difficult year, to be upheld by God's abiding, compassionate and strengthening love in so many ways. Thanks be to God!

~

## **WEEKDAY MINISTRY REPORT**

### **Rev'd Sophia Acland, Associate Vicar**

In this strange year, dominated by the pandemic, sadly the church had to be shut for a considerable period and services held online, while most of our usual programme of events was cancelled. In spite of all this, though, there were encouraging areas of growth and much that was positive.

#### **Tower Talent**

The year began with the arrival in early January of the first cohort of attendees to the Tower Talent employability project. This had been set up in conjunction with the First Love Foundation, the organisation that runs the Tower Hamlets Foodbank, with the aim of supporting local people who have been Foodbank clients or experienced crisis into work in the City and local area. It will be run in partnership with local businesses and institutions who have offered to provide work experience, one-to-one mentoring and skill-sharing roles such as giving advice on CV preparation, interview practice and IT training. Each cohort will receive 8 weeks' 'classroom' time followed by additional support and work experience for a total of one year, using the facilities at All Hallows as their base.



After the first intake, unfortunately the project had to be temporarily put on hold because of Covid-19 restrictions. However it is hoped that this will be an ongoing programme for several cohorts each year. The January programme, held in the Porch Room, was attended by 8 participants for 2-3 days a week for 8 weeks and initial results were promising. Specifically, 7 out of 8 participants completed the 8 week initial programme and 4 achieved job interviews. Two received job offers; another has maintained their volunteering role with a local agency and is also part of a community project; another was supported in an entrepreneurial business idea; and another is now attending college.

It is very good that All Hallows has been able to provide links in our local area between those in need of support and those who can provide it in this way. The project is also a good example of the greater community use made possible by the Porch Room refurbishment. One of the organisers commented: 'It was a lovely room, the kitchen was newly re-furbered, and there was a breakout room for 1-2-1s. The whole suite worked really well for the project, and the breakout room provided a safe, comfortable space for pastoral care, offloading, decompressing, and informal counselling sessions.' An attendee said: 'I love my new job. It's in my local community, and I can walk to work. My employer is great and I'm so pleased that First Love Foundation chose me to be part of the first ever Tower Talent Project because I gained a lot of confidence and my mental health is so much better. I stopped going to the pub so much, and I started to see myself differently. Thank you to everyone at First Love!!'

#### **Taizé Service**

Early in the year, the Taizé service in church was well supported, and we welcomed members of neighbouring churches of different denominations for the Christian Unity service on January 22nd. However the Covid-19 restrictions on singing, when they were imposed in the spring, made it impossible to continue with services in church since this style of worship involves so much congregational singing. After some experiments with online services, a regular fortnightly Zoom service was established after Easter. One of our volunteer musicians wrote a program which enabled us to set up a virtual choir and this was an excellent way of bringing people together and of allowing us still to worship as a congregation. New singers and musicians joined (we now have a flute, two recorders, a clarinet and two guitars) and the congregation grew, including a number who joined from abroad. The monthly chat time after the services was also helpful in keeping people in touch so that they could support each other during the pandemic. This is now a flourishing international and interdenominational service and has been an example of a positive outcome during a difficult year. We are very blessed to have such a diverse and growing group of Christians who contribute, amongst whom particular thanks go to Olaf Ronneberger and Tom Emlyn Williams who co-ordinate the choir recordings.

#### **Pastoral Network**

In late March, after the lockdown took force and services moved online, it was agreed we would form a Pastoral Network to keep the church community in touch and to encourage each other during a difficult time. A list of those who wanted to participate was divided between staff and volunteers who each agreed to maintain contact with a few people; this included passing on any requests for prayer, pastoral care or practical support to the staff team where necessary. The participants were asked for feedback in June and a review meeting via Zoom took place with the volunteers at the end of November.

The consensus from this meeting and general feedback from the congregation was that the network was a good idea and working well. People commented that they had got to know each other better and that it had been a helpful support during the pandemic. Different people had wanted different levels of contact - some were happy with just an occasional email, for others regular telephone contact - a 'phone visit' as someone described it - was very welcome, and for some practical help had also been given. The list was updated to include new members of the congregation and a social event to raise spirits and allow some time to chat was held in early December, entitled 'Tales for a Winter's Evening'. Many thanks to Kate Price for her help with this and to all the volunteers who made the network such a valuable source of companionship and comfort during the year.

### **Wednesday Morning Prayer**

A weekly service of Morning Prayer via Zoom was held from early June onwards. This proved a very valuable time for staff and members of the congregation to pray together. The numbers attending were not large, but those who came commented on what an important point in the week it had become for them. It was good to have this time to pray for the needs of the parish and to hold before God the names of those - including those ill with the coronavirus - for whom prayer requests had been made.

### **Green City**

Work begun in 2019 on the environment was continued this year, co-ordinated by a small team - many thanks to Dorothy Risley and Martin Carr for their energy and commitment. Green City events included a Zoom Conversation Café on 30th June led by Andy Lester, Head of Conservation and lead scientist on biodiversity and climate change at the Christian environmental charity A Rocha, to discuss how governments and individuals might work towards a green recovery from the pandemic. An Eco-quiz was held in October and a Green Christmas Zoom discussion in December looked at how to reduce waste and make sustainable Christmas presents and decorations. On 8th September an Outdoor Service for Creationtide was held in the church garden - this included an interview with Nick, the 'secret gardener' in his plant nursery there, as we reflected on all that God has given us in creation.

We were delighted to be awarded our Bronze Eco Church award in March. The Eco Church vision is 'for churches of all denominations to care for creation as an integral part of loving their neighbours and following God faithfully'. Looking in detail at the different areas of church life: worship and teaching, buildings and land, engagement with the local community and global campaigns, and personal lifestyles, the scheme has helped us think about ways in which we can cut carbon and waste, live more sustainably, and become better stewards of God's earth. Our next challenge is to work towards the Silver Award. We had a meeting in July with one of the team from St James's Piccadilly, one of the first churches to win a Gold Award, who gave much useful advice.

### **Arts and Media**

A number of arts projects sadly fell victim to the pandemic. The photography exhibition organised by the Port of London Authority as part of the Thames Festival in late March and early April was cancelled, and a planned community photography project on the environment in conjunction with Emmaus Greenwich had to be postponed. The Grinling Gibbons font cover had been sent to Tate Britain as part of the 'British Baroque: Power and Illusion' exhibition, due to run from 5th Feb to 19th April, and some staff and members of the congregation attended the Private View on 3rd February, but the exhibition closed prematurely and the font cover was returned to All Hallows.

In May, the City Corporation in conjunction with some other City institutions launched 'Our City Together' a digital magazine aimed at fostering community spirit in the City and keeping people's spirits up during the pandemic. Under the leadership of Rev'd Laura Jorgensen, Rector of St Botolph's Aldgate, the City churches produced a number of podcasts over the following months. All Hallows contributed to four of these: pieces on 'Beating the Bounds', 'Churchyards and Open Spaces', 'Saints and Poets' and 'The Great Outdoors'. Particular thanks go to two of our guides: Kate Boyle, who was an interviewee about St Ethelburga and Anglo Saxon/medieval healthcare for 'Saints and Poets' and Christine Jarvis who spoke about Tower Beach in 'The Great Outdoors' - both were extremely knowledgeable and made excellent listening.

### **Filming of Special Services**

Because it was impossible to gather in large numbers for special services during the year, several of these were filmed and shown online instead, using YouTube and similar platforms linked to organisations' websites. In October the Maritime Foundation's Annual Service of Remembrance for those lost at sea was filmed in a shortened form in the Maritime Chapel. Although it was sad not to be able to meet those who usually gather in person for this moving service, we were glad to be able still to ring the Trent bell in memory of those with no grave but the sea, and to pray for those remembered in the Maritime Memorial book held in the chapel.

In December carol services were recorded in the church for the Sailors' Society and HMRC. We were able to include small, socially distanced groups of singers and both organisations made imaginative use of the technology to include readings by those isolating at home and, for the Sailors' Society, contributions from port chaplains around the world. We also ran a Zoom carol service using recorded carols for Aegon Asset Management UK which included some lovely contributions by employees and their children, and a montage of Christmas pictures put together by the company. We had positive feedback on all of these - it was felt the services were a helpful way of keeping connected and of sharing in the light and joy of Christmas at a dark time.

### **Conclusion**

In spite of the challenges of 2020, there was a real sense of community and pulling together during this year, and much was achieved. Grateful thanks to the many members of the congregation and staff team who shared in the various services and projects and who worked in the service of God and of others at such a difficult time.

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## **LITURGICAL AND LAY MINISTRIES & SUPPORT FOR CHARITIES**

### **Martin Carr, Licensed Lay Minister**

#### **Liturgical Ministries**

We are grateful to those who have supported our worship in these unsettling times, both on Zoom and (off and on) in church. The inclusive nature of our community is shown by the variety of people contributing by reading, singing or praying, with participation across the UK and even internationally, and a growing team. Please get in touch if you feel you would like to contribute.

#### **Support for Charities**

It has been a difficult time for many charities owing to the cancellation of many fundraising events. But All Hallows has risen to the challenge and found creative ways to support the world and its most needy people.

Two charities have been our particular focus: Christian Aid, who we supported around the time of Christian Aid Week with a quiz night, 24-hour bibliathon, and World Running Day. We also supported the Christian environmental charity A Rocha UK with more quizzing, nature walks, and recently a celebration of Burns Night.

This is in addition to other support given to the First Love Foundation, the Bishop's Lent Appeal, and the many charities supported by individuals in the congregation.

Thank you.



# EDUCATION & HISTORY REPORT

## Adey Grummet, Education & History Officer



Naturally, it has been a source of much dismay that we have had to keep the church closed to visitors for most of the past year. Since my report at this time last Spring, only short periods of time have allowed opening for public access and then only limited areas of the church have been accessible to the public because of distancing regulations and staffing arrangements. For instance, opening the Crypt to visitors is not currently possible as it is somewhat confined in area, distancing would be problematic and there is no regular airflow down there.

### Shop

The shop has slumbered quietly through the crisis. Even when limited visiting of the church was allowed, it was not possible to have the shop functioning. This was in order to protect our volunteers who staff the shop but also because we do not currently have any means of electronic payments for purchases and handling cash would be a major health concern. Looking forward (and with electronic donation points having been under discussion prior to the pandemic), it would be good to investigate the possibility of accepting contactless payments in the shop.

### Guides & Volunteers

Our guides and volunteers have all had quite varied experiences in the past year. Some have lost close family members to the virus and others have either faced health issues themselves or been nursing or shielding family members. Caring commitments have meant that several of our teams have spent the year far away from London - Stephania has been in Romania, Valeria has been in Italy and Veronica has been in Edinburgh with her fiancé's family trying to plan their wedding. AH staff have striven to keep in touch with members of both the 'Welcomers' and the 'Guides' teams. We held a couple of Zoom afternoon teas and everyone who attended was happy and grateful for news of each other and to feel that they are still very much linked to AH, even if remotely. Even team members who are not so comfortable using technology have been most grateful for occasional phone calls. Both teams are agog to return to their duties as soon as it is safe to do so.

Among the projects I have been working on through the year is a series of short podcasts featuring one of our beloved City Guides in each. Those who have agreed to be involved have each chosen an historic item or event in AH history to be 'interviewed' about and I will then make a short reflection on each conversation. The overarching idea is to 'humanise' historical personages and events, identifying common ground between these snapshots of the past and our own modern experiences and reminding us all of our interwoven humanity across time. I have titled the series *Looking Closer, Looking Deeper*. To be honest, work on this has been slower than originally imagined as each of 12 episodes must be planned out and written before committing to a recording and broadcast schedule and this has been only a part of my single day's work a week. However, I have been progressing it alongside other projects and hope to begin recording later in the Spring.

### Displays

I understand that, along with other City churches and museums, the church had a few enquiries in the weeks following the Black Lives Matter protests as to whether we had any memorials or aspects of the church that may have had connections to historical slavery or human rights incursions. We responded that we did not have any known links of this nature. Much of the valuable church plate on display in our Museum was moved into the Treasury at the beginning of the first lockdown last year. This was in response to security advice at the time. I look forward to recreating our displays once more and continuing to update them upon our reopening to visitors.

I continue to work with Dave Fletcher on his 3D online model of the church and have just completed information for the 20 location tags on the piece. Developments of the software he has been using have meant that the file's large size can now be streamlined a little and is easier to download. It has also become possible to attach audio tags to the model that play as a visitor 'moves around' the model. I am currently scripting these tags and we are experimenting with how this will affect the overall accessibility of the model.

Our conversations with the museum in South Georgia on lending them Shackleton's barrel were delayed by the lockdown but I continue to check in with them every few months. The exhibition to mark the centenary of the voyage of the *Quest* in 1921 is still on the cards and we hope that we can eventually make this loan happen before too long. The museum's curator, who has been safely back in London with her husband during the pandemic, tells a rather nail-biting narrative of her experience at the end of the museum's season last March.

*"In mid-March we still had three weeks left on the island and news of the virus was trickling through our communication systems. Without warning we had a call from the government that the museum team were being taken off the island so we could get home before all the borders were shut down. We had three days' notice to pack up and prepare to be collected. It was very stressful and very upsetting, not really knowing what was going on. Closing a whole museum, shop and home in three days was not fun. We were then held on a ship for 8 days and then, luckily, were able to catch the last flight out of the Falklands."*

On the theme of the *Quest*'s voyage in 1921, AH was asked if we would like to contribute to a project based around an exhibition at Tower Bridge, *Lives Of A Landmark*. Although I was not able to be on site to develop any visual work, I wrote and recorded an audio article on Shackleton's barrel and the ground-breaking fit-up of the *Quest* in St Katherine's dock. It is planned to host this on our Youtube channel with some historical images of the ship.

In 2021 a tercentenary is planned by the Grinling Gibbons Society and we are in conversation with the organisers as to how AH may join in with the programme of events. Among other ideas, it has been great to be able to show the organisers the online model that Dave Fletcher had previously made of the font cover.

### Outreach

Last Lent, I recorded and created audiofiles of the prayers of the *Stations of the Cross* trail around the church I wrote a few years ago. This trail has regularly been part of AH's Holy Week observations and using the material for a different sort of prayerful encounter with AH when access to the church was not possible met with positive feedback. We hosted these audiofiles on our Youtube channel and our website as a resource for people's Lenten observations.

I am just completing a new Prayer Trail for the church which I had planned to roll out last year. This, too, will take the visitor on a prayerful journey around the church, with poetry and well-known hymn verses as the material. When it is possible to invite visitors back into the church, this will be available along with individual prayer cards for each station. Also on my 'to-do' list is a revision and re-recording of the audio tour currently available on our website.

### Enquiries

I continue to attempt to answer all research enquiries that come to AH. 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 in to our information about artefacts and history of the church. It is a part of my job that I love. Initially in the first lockdown there was quite a flurry of enquiries on a variety of subjects but, by the summer, this had dwindled as people travelled a lot less. Since then, I only have an occasional contact. I imagine, though, that as soon as we can open our doors once more, this will pick up.

### Clio's Company

The planned and enthusiastically anticipated season of *Lundenwic* (our Saxons schools' project) last Spring was quickly swamped by the pandemic outbreak. However, due to some clever thinking and successful grant applications, Clio's Company was able to redevelop the Autumn's Romans show as an on-line resource for classes and those home-schooling. This project has been most successful and has actually allowed many more classes than our usual 15 to participate. As the material is 'on call', it is also much more flexible to use as it does not require any live interaction times to be booked. Whilst no digital experience can ever replace live interaction with actors for a class, this reworking of the material has been very successful, and Clio's have now gained funding to repeat the exercise with their Saxons show in 2021. I have been liaising with the schools who regularly visit us for this project and am confident there will be much interest as teachers work to keep their classes hooked into the curriculum in these times.

## FABRIC REPORT

### Ken Marshall & Di Robertshaw, Churchwardens

The Fabric Committee have met on three occasions this year, of which two were virtual on Zoom.

The first objective was to find a way of keeping everything in order while limited by due observance of the Covid-19 Regulations. The closure of churches generally meant that while contractors may have been able to work, it was impossible to give sufficient support to ensure that all the regulations could be followed. However ongoing maintenance checks have been able to continue (fire alarm, heating systems, CCTV, etc.)

Since an ancient church such as ours requires frequently the attendance together of several experts, the opportunities to have them meet was severely restricted. Nevertheless, we were able to reassess and set out the priorities set out in the last year of the Quinquennial Survey and of the wide variety of renovation works as may be permitted as we come out of Lockdown hopefully later in 2021.

These included proposals for repairs and insulation to the main roof, the potential for the fitting concurrently of the latest environmentally responsible works including solar panel detectors. The major restoration of the Great Organ and the "tanking" the north store area have had to be deferred.

We have been able to progress the plans for the improved access to the Crypt and Undercroft and we hope this can be done as soon as we reopen with some generous grant funding. Faculty was also obtained to permit an extensive updating to the mobile telecommunications equipment in the Tower.

Following on the modernisation of the toilets of the corridor joining the church to its Queen Mother Centre, we were able before lockdown to carry out renovation and repainting of the corridor and adjacent spaces.

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, contractors, the Fabric Committee and our Operations Manager, Angie Poppitt for their efforts to achieve our needs during the Covid-19 pandemic for their continuing interest and enthusiasm for Zoom. Due to Covid we have lost much time and to recover our schedules is going to be very challenging.



## FINANCE REPORT - year ended 31 December 2020

(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

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

##### STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 DECEMBER 2020

Note	Unrestricted & General Funds	Designated Funds	Restricted Funds	TOTAL 2020	TOTAL 2019
	£	£	£	£	£
<b>INCOME</b>					
2 Planned giving	14,004	0	50	14,054	12,349
3 Collections & other giving	4,354	0	1,087	5,441	15,591
4 Other voluntary receipts	74,394	50,701	7,660	132,755	224,416
5 Gift Aid recovered	4,344	0	182	4,526	8,760
6 Other receipts	42,538	0	5,181	47,719	64,073
7 Activities for generating funds	3,050	0	312	3,362	4,413
8 Investment income	121,625	0	0	121,625	144,445
9 Receipts from church activities	9,899	0	0	9,899	23,705
<b>TOTAL INCOME</b>	<b>274,208</b>	<b>50,701</b>	<b>14,472</b>	<b>339,381</b>	<b>497,752</b>
<b>EXPENDITURE</b>					
10 Cost of generating funds	33,753	0	0	33,753	45,995
11 Missionary & charitable giving	2,850	0	1,262	4,112	6,929
12 Parish Share/Common Fund	73,000	0	0	73,000	70,500
13 Clergy & staffing costs	97,465	35,228	5,181	137,874	143,145
14 Church running expenses	36,843	5,838	15,161	57,842	69,231
15 Church repairs & maintenance	3,109	10,000	1,150	14,259	47,267
16 Other property upkeep	0	0	0	0	22,944
17 Other support costs	5,618	0	0	5,618	4,758
<b>TOTAL RESOURCES USED</b>	<b>252,638</b>	<b>51,066</b>	<b>22,754</b>	<b>326,458</b>	<b>410,769</b>
<b>NET INCOME/(EXPENDITURE)</b>	<b>21,570</b>	<b>(365)</b>	<b>(8,282)</b>	<b>12,923</b>	<b>86,983</b>
<b>GAINS &amp; LOSSES ON INVESTMENTS</b>					
Realised		0		0	0
Unrealised		7,000		7,000	13,000
<b>NET MOVEMENT IN FUNDS</b>	<b>21,570</b>	<b>6,635</b>	<b>(8,282)</b>	<b>19,923</b>	<b>99,983</b>
Balances brought forward at 1/1/2020	165,893	99,472	45,030	310,395	210,412
Transfers between funds					
<b>BALANCES CARRIED FORWARD AT 31/12/2020</b>	<b>187,463</b>	<b>106,107</b>	<b>36,748</b>	<b>330,319</b>	<b>310,395</b>

##### BALANCE SHEET AS AT 31 DECEMBER 2020

Note	2020	2019
	£	£
<b>FIXED ASSETS</b>		
18 Tangible assets	0	10,526
19 Investments	115,000	108,000
	<b>115,000</b>	<b>118,526</b>
<b>CURRENT ASSETS</b>		
Stock	3,085	3,559
20 Debtors & prepayments	36,512	48,190
Short term deposits	195,485	124,800
Cash at bank	81,849	101,919
	<b>316,931</b>	<b>278,468</b>
<b>CURRENT LIABILITIES</b>		
21 Creditors: amounts falling due within one year	(7,448)	(12,473)
	<b>309,483</b>	<b>265,995</b>
<b>NET CURRENT ASSETS</b>		
	<b>424,483</b>	<b>384,521</b>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		
22 Creditors: amounts falling due after more than one year	(9,165)	(9,126)
23 Provisions for liabilities and charges	(85,000)	(65,000)
	<b>330,318</b>	<b>310,395</b>
<b>24 NET ASSETS</b>		
	<b>330,318</b>	<b>310,395</b>
<b>FUNDS</b>		
Unrestricted	187,463	165,893
25 Designated	106,107	99,472
26 Restricted	36,748	45,030
	<b>330,318</b>	<b>310,395</b>

## Summary

This report covers an extraordinary year when, for a substantial part of the year, the Church was in lockdown due to the Covid pandemic. Accordingly it is not realistic to seek an item by item comparison with 2019, since both Income and expenditure are down in consequence of the Church being lengthily closed, or only open for private prayer, due to Covid. However, the Charity's financial situation remains satisfactory. Continued application of strong management of income and expenditure has again resulted in a positive outcome. The Statement of Financial Activities shows that while overall income has decreased by £158,371 and overall expenditure has reduced by £84,311. We ended the year with a surplus of £12,923 compared with the previous year's surplus of £86,983, although it should be noted that the 2019 surplus included a substantial legacy.

Despite the adverse conditions, the grant-making trusts who regularly support All Hallows - the Wakefield and Tetley Trust, and the Northcott Foundation - very generously continued their grants for which the Parish is indebted. This annual funding, as well as a Covid-19 emergency grant from the Wakefield Trust, has been even more crucial this year as it has enabled All Hallows to continue our ongoing ministry and outreach on Tower Hill. We are extremely grateful for the continued provision of this historical support at this difficult time. To all our benefactors we give sincere thanks for their support of our ongoing ministry and outreach.

## Income

The rental income from the Queen Mother Centre, All Hallows House, church flat and mobile phone mast reduced to £117,736 (£141,145), and negotiations are approaching a conclusion 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 remain arrears of rent due for the Byward Kitchen and Bar. Due to Byward's closure, as required by the Covid regulations, amendments have been agreed to the repayment scheme and put in place to recover the debt over a period of 3 years, and the arrears have been included under Other Debtors (Note 20).

Income from our sundry church activities was inevitably significantly reduced due to closure, when almost all activities were virtual. The receipts were down to £9,899 from £23,705. We received £8,367 (£12,575) from the Church Rate, and we are most grateful to the local businesses who paid this voluntary contribution during such difficult times.

Investment income has increased slightly to £3,889 (£3,300), while the level of these investments has increased to £115,000 from £108,000 due to an increase in the value of the funds.

The Government's Furlough Scheme has provided support in the sum of £11,029.

## Expenditure

The PCC continued their policy of meeting our full Common Fund and Clergy Stipends costs and made due payment of £73,000 (£70,500).

The cost of staffing, including the organist and part time staff was almost the same £110,271 (£111,156), although this was partially offset by the furlough grant.

Our programme of church repairs and maintenance was of necessity curtailed, apart from some small painting works before the pandemic bore down. In consequence church repairs and maintenance reduced by £33,008 to £14,259 (£47,267).

By effecting every possible saving, church running costs reduced to £57,842 (£69,231) and would have been greater had bills for £12,049 been submitted during the past two years.

Parish House running costs reduced by £2,518 to £27,164 from £29,682 due to continued careful supervision of the detailed expenditure.

Charitable giving slightly decreased to £4,112 (£6,929), in our support for missional projects at home and overseas through Christian Aid, A Rocha, Just Share, National Churches Trust and the Tower Hamlets Foodbank/First Love Foundation. However, a proportion of giving to local and international charities was made by members of the congregation direct this year, due to Covid-19 restrictions.

## 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, and the repair and maintenance of the fabric of All Hallows by the Tower and St Dunstan in the East. We are mindful that we have major works to the north store area, roofing and insulation, 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 One listed building as soon as the pandemic permits.

## Appreciation

We are extremely grateful for the valuable contributions made by the PCC, Finance, Fabric and other Committees which have met frequently on Zoom throughout the year to oversee the best use of resources in this very difficult period. 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 18 March 2021.

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## SAFEGUARDING REPORT

### Anne Palmer, Church Safeguarding Officer

At its November meeting, the PCC approved the Parish Safeguarding Policy and appointed Anne Palmer as Church Safeguarding Officer (CSO) a role previously held by Di Robertshaw. This in turned allowed Di Robertshaw to take over the role of Children's Champion (CC) from Jemma Lawley. Jemma was thanked for all that she had contributed in this role over the last few years. At this meeting the PCC also reconfirmed Martin Carr in his role as a DBS Checker.

The change in CSO together with the curtailment of much of our normal activity gave us the opportunity to critically review how well Safeguarding is embedded in the life of All Hallows. Thanks to Di's previous work, our Parish Safeguarding Self Audit was revised and submitted to the Diocese and meant that we are in a good position going forward.

The PCC have agreed our 2021 safeguarding action plan, which will focus on raising awareness and refresher training for our teams of volunteers who will play a vital role in the running of All Hallows as we begin re-opening the church for worship and visitors. We will also continue to ensure that our Safeguarding Policy is adhered to by all external users of our building. Not only will this help to ensure it is a safe place, but it also strongly supports the Diocese of London's vision for 2030.

~

## DEANERY SYNOD REPORT

### Kate Price, Deanery Synod Representative & PCC Member

#### Report of the Meeting held on 6 January 2020

(in the presence of The Lord Mayor, Alderman William Russell)

**MAIN TOPIC: Presentation of 2030 Diocesan Vision** (strongly endorsed by the Lord Mayor)

Speaker: Rev Adam Atkinson, Two Cities Area Director of Mission:

- **The Diocesan Plan** involved building on Capital Vision 2020 and creating the City Plan 2036.
- **7 key geographical areas of change** in the City, one being the area around St Giles Cripplegate, St Bartholomew the Great and Less and Holy Sepulchre. Potentially 13000 new jobs here. An uplift in more jobs expected across the board.
- **The main area of focus:** For every Londoner to encounter the love of God in Christ. SO Priorities included confident disciples, compassionate communities (Focussing on areas such as mental health, homelessness and debt) creative growth and investing in young people.
- **3 linked themes:** Contributing to a flourishing society, shaping outstanding environments and supporting a thriving economy. Improvements included more flexible opening times for churches and more imaginative uses of them, the under 30s. *A large percentage of City workers are young.*
- **INSPIRING EXAMPLE:** There is a new homelessness centre at St Katharine Cree. Georgina Graham, the Two Cities Operations manager described the work she does here, in partnership with Marianne Fredericks. The aim was to take 12-15 men off the streets each night until the end of March. The men could then be sent to Tower Hamlets to be assessed in terms of their needs. She movingly described the blissful deep sleep that the men could enjoy there - unencumbered by the need to protect their possessions while sleeping.

**DISCUSSION GROUPS on OUR role in Diocesan Vision 2030** esp.: regarding Sharing the Gospel, (chaired by Rev Paul Kennedy.)

1. Church websites are crucial in this aim and need to be improved so that people in offices can connect with them
2. There is no ONE solution to spreading the word!
3. Adrian Harris is the Head of Digital in Church House and potentially helpful
4. An excellent website is <https://www.achurchnearyou.com/> This is the Church of England's tool for people to find the nearest church to them with the features that they require.
5. Paul gave us the startling statistic that only 2% of people know a clergy person - so it's up to us, the laity, to do our bit in spreading the word!
6. Important events at St Paul's to help us speak about God (59% of us don't really feel equipped). They include courses + lectures by luminaries like John Barton, and some excellent Apps on Bible Studies.

#### Report of the Meeting held on 13 October 2020 on ZOOM

**MAIN TOPIC:** The current and future development of the City – Toward the City Plan 2036

**SPEAKER:** Catherine McGuinness, Chair of the City's Policy and Resources Committee

#### 1. Role of the city corporation explained:

- (a) Like any other local authority, (in this case for the Square Mile) it deals with things like street cleaning. It also has a range of public services: housing/academy schools/management of open spaces e.g. Epping Forest and Hampstead Heath.
- (b) It supports the arts (e.g. Barbican)
- (c) It supports the UK Financial and professional services sector. *The City Policy and Resources Committee* is the main committee. Useful Analogy: The Lord Mayor is like the monarch and Catherine is like the Prime Minister.

#### 2. Impact of Covid :

- (a) Once busy streets are now very quiet. Catherine is concerned, *for the future*, about the long term lack of footfall in the City and the resultant effects on City businesses and hospitality. Other European Cities are doing better
- (b) Working remotely works well.
- (c) Businesses which depend on City workers being there have suffered - e.g. Bars, restaurants/shops and indeed churches.



**3. Role of the City** in giving support, sustaining long term competitiveness and speeding recovery SO FAR:

(a) They have changed rental payments to monthly billing.

(b) They created a Covid Emergency Fund and have given grants via the City Bridge Trust. £6 million to the London Community Response as well as £1.7 million in one-off grants to 202 organisations it already supports

(c) They have taken measures to help people return to the City E.g. Street planning to help walkers and cyclists.

(d) They are working with Clapham on a Covid Scheme to enable Covid security/compliance.

(e) The response is *London wide*: Catherine herself is on the London Transition Board which gives strategic direction to the future of Covid response. Sadiq Khan and Robert Jenrick are also members. She is also on the London Recovery Board which is still trying to encourage investment internationally.

#### **4. City Plan 2020-2036**

- seeks to future proof the City in terms of architecture/transport and world class services. - - The vision is to encourage more flexible use of office space/ to help the City become more physically desirable with better conditions for pedestrians, cyclists and rail users.

- *The Covid Recovery Commission* is crucial on what we should do for the Square Mile.

- There are questions over whether the City Plan is in the right shape + issues like climate change via the Climate Action Strategy as well as the impact of Brexit. NB Catherine is pessimistic here because No Deal will cause a real hit on the economy.

**5. Questions from the Floor:** included the Congestion charge and its effects/the decisions of some firms to relocate to Europe to retain access to the single market/homelessness/the Church's role in the City in the pandemic

**6. Sir John Cass School:** The schools report had been tabled. It was reported that the Sir John Cass School has been renamed THE ALDGATE SCHOOL due to Cass's career-long involvement with the slave trade.

~

## **WELCOME AND HOSPITALITY**

The pandemic and the subsequent lockdown in 2020 meant we had to rapidly adapt to an ever-changing situation and our approach to hospitality. During the first lockdown, we quickly and efficiently transferred services online welcoming our parishioners in a very novel manner. As the online service became a regular occurrence, we increased our geographical reach and saw our congregation grow as new people joined and regulars continued to attend.

We were also able to organise breakout rooms post Sunday service which allowed everyone to meet, greet and socialise with others in a conducive atmosphere. This was hugely popular especially as lockdown was hugely restrictive socially for so many.

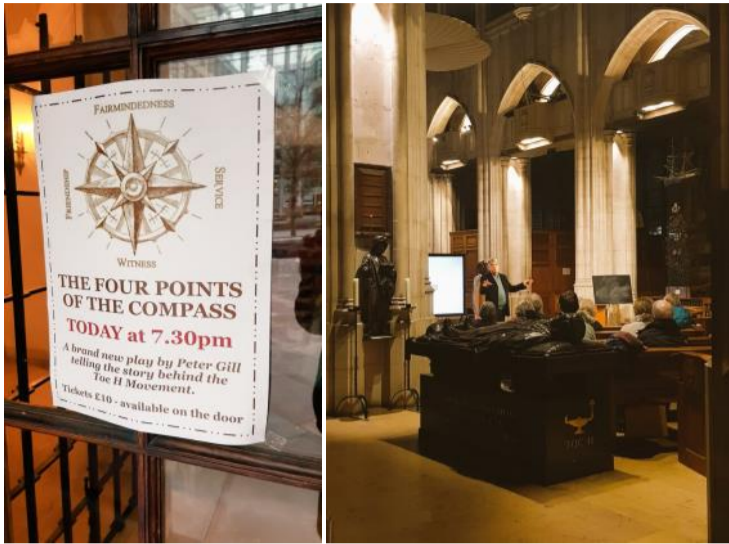
Following the easing of restrictions post the first lockdown and the opening of churches, we carried out a risk assessment that enabled us to welcome people in a Covid-safe manner. We continued with many of our other social activities, albeit within the boundaries of lockdown. For instance, the All Hallows Running Group, which could no longer meet for parkruns, encouraged everyone to get out and about enjoy nature in their own way that was local to them.

On the whole, we have shown adaptability, initiative and positivity in hugely challenging times that have ministry of hospitality to continue and thrive.

~

# A YEAR IN THE LIFE OF ALL HALLOWS

## Before the lockdown ...



To commemorate the 100th anniversary of ToCH, we staged 'The Four Points of the Compass', a new play by Peter Gill.



We also loaned the Grinling Gibbons font cover to Tate Britain for its British Baroque exhibition.



Members of All Hallows took part in 'Religion in the Digital Age', for the BBC World Service 'Heart and Soul' series.



We marked the start of Lent on Ash Wednesday with 'Ashes to Go' for commuters on Tower Hill, as well as our usual services in church.



We were awarded a Bronze Award by Eco Church, the scheme run by A Rocha.



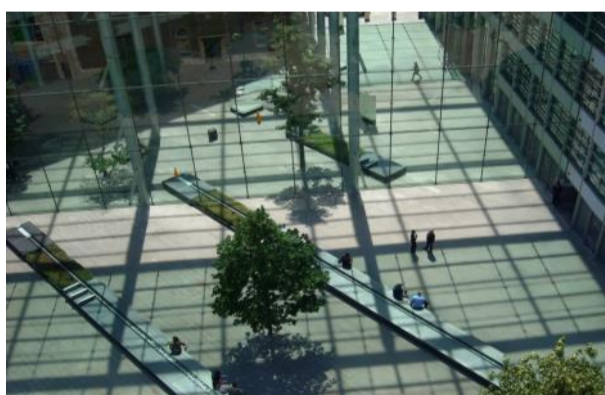
Our Saxons Arts in Education school workshops were well underway before they were cancelled for the lockdown.

## The All Hallows community moves online ...



All of our regular services, study courses and church events moved online, using Zoom while the church building was closed.

## GreenCITY

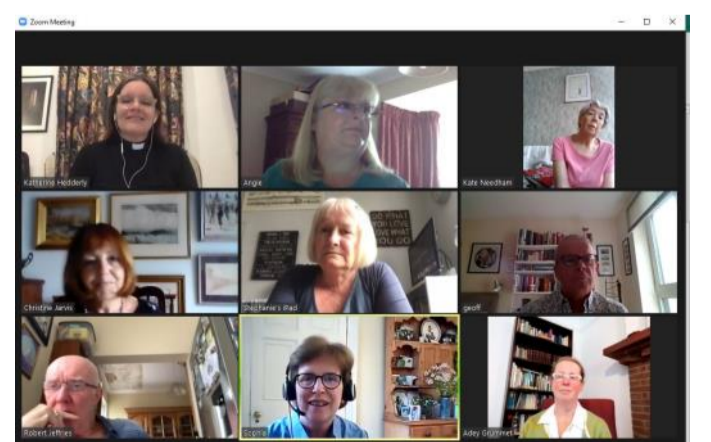


Our Green City Conversation café discussed how to encourage governments to ensure their plans for post-pandemic economic recovery is also a green recovery.



Many joined in lighting a 'Candle of Hope' each Sunday evening, as a shared moment of prayer.

We held an online parish quiz, and members of the All Hallows community staged a Bibliathon, reading through the entire New Testament, to raise funds for Christian Aid.



Our pastoral network kept in regular touch with members of the congregation while we were unable to meet in person; our team of guides and volunteers enjoyed a virtual tea party



In the Summer we were able to open the church for prayer and resume public worship in the church.

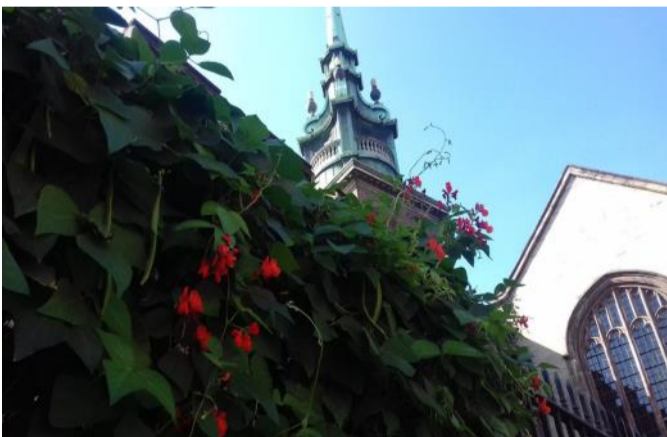
Sadly, because of the regulations on singing we were unable to hold the Taizé services in church, but our excellent Taizé choir has been hard at work putting together the music for our online services



Our All Hallows Runners were unable to meet for group runs, but they encouraged the congregation to Keep Fit and Keep Active by running or walking locally.



We held a special outdoor service for Creationtide, as well as an Eco Quiz. Our River of Prayer was a focus for all who visited All Hallows to reflect on climate justice.



Many of our annual services also moved online, including Livery Companies, Cyprus & the Gulf Day and the Maritime Memorial Book service. The London Marathon service celebrated the 40th anniversary of the London Marathon, and featured Bishop Libby Lane, the CofE's Lead Bishop for Sport.



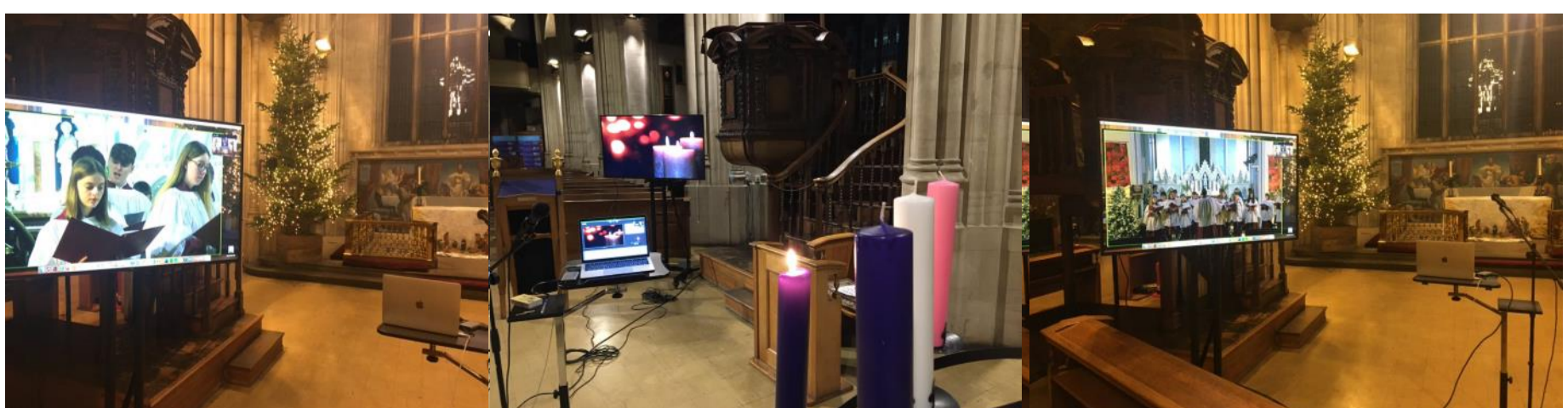
We were delighted to contribute to the Our City Together podcasts on the City churches, and support the Faith in the City book by Niki Gorick,



Our new icon of St Ethelburga, by Aidan Hart, donated by the late Richard Walduck, was blessed by the Vicar at our Patronal Festival.



**Christmas - but not as we know it!** Despite the constraints of social distancing, limits on numbers and communal singing, we were able to hold a number of carol services both in church and online (and combined!), including Midnight Mass and Christmas Day,





## **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

## **ALL HALLOWS BY THE TOWER with St Dunstan's in the East**

Byward Street, London EC3R 5BJ

Tel: 020 7481 2928 Email: [parish@ahbtt.org.uk](mailto:parish@ahbtt.org.uk)

Registered Charity No. 1129137

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