



Annual Parochial Church Meeting

(via Zoom)

11.30am - 11th October 2020



ALL SAINTS' HIGHGATE

TALBOT ROAD | N6 4QH | ALLSAINTSN6.CHURCH

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AGENDA

- 1. Prayer for the Parish and for the Diocese**
- 2. Minutes of the Meeting held on Sunday 28th April 2019 (pg 2)**
- 3. Election of Churchwardens**
- 4. Matters Arising**
- 5. Consideration of Electoral Roll (pg 5)**
- 6. Report on Proceedings of the Parochial Church Council (pg 5)**
- 7. Deanery Synod Report (pg 6)**
- 8. Election of members to the Parochial Church Council**
- 9. Election of representative to the Deanery Synod**
- 10. Election of Sidespeople**
- 11. Financial Report (pg 7)**
 - a. Accounts in Appendix ii (pg 20)**
- 12. Appointment of Independent Examiner**
- 13. Churchwardens' Report (pg 9)**
- 14. Incumbent's Report (pg 12)**
 - a. 'Reclaiming Our Community Space' in Appendix i (pg 16)**
- 15. Any other reports on parish activities**
 - a. Hall Report (pg 14)**
 - b. Fabric Report (pg 15)**
- 16. Closing Prayer**

2. Minutes of Annual Meeting of Parishioners/APCM held in Church Hall on Sunday 28th April 2019

In attendance: D. Mary Barker, Francis Birch, David Bulgin, Elizabeth Bulgin, Faith Davey, Linda Foster, Chris Harris, Jane Havergal, John Havergal, Vicky Hurst, Jessica Hurst, Michael Hurst, Pamela Lighthill, Val McMillan, Paula Moffat, Marilyn Monk, Aldena Palmer, Odette Palmer, Anne Sinstadt, Austen Worth, The Revd Timothy Miller

Austen Worth was in the Chair.

1. The Meeting began with prayer for the parish and for the Diocese.
2. The Minutes of the Meeting held on Sunday 22nd April 2018 were approved by those present, and signed by Timothy.
3. Election of Churchwardens (Note from PCC Secretary: election of Churchwardens proceeds by agreement between the incumbent and those attending the meeting, which may include anyone living in the parish, even if they are not on the Electoral Roll. Written nominations are necessary and were received).

Anja Barnes had been nominated by Mary Barker and seconded by Pamela Lighthill. Austen Worth had been nominated by Anja Barnes and seconded by Mary Barker. No other nominations had been received. Austen was re-elected for his 4th year and Anja was re-elected for her 3rd year. Timothy thanked Austen and Anja for all their work in the past year.

4. Matters Arising. Val raised the question of the piano, for which she had paid £1,750. It was agreed that this would be treated as a separate fundraising issue from other fundraising.
5. Consideration of Electoral Roll. Anja Barnes reported that after some people had moved, the Electoral Roll comprised 46 names. Austen remarked that those attending regularly should be encouraged to come onto the new roll. Timothy said that as the number was now under 60, we would only be allowed to elect 6 people as PCC members rather than 9.
6. Report on Proceedings of the Parochial Church Council. The report was accepted with thanks to Pamela Lighthill.
7. Deanery Synod Report. The report was accepted with thanks to Marie Edwards and Pamela Lighthill. Marie and Pamela had served for 2 years, so elections were not needed this time.
8. Election of members to the Parochial Church Council. It was noted that the ex-officio members of the PCC are the Priest-in-Charge, the 2 Churchwardens and the Deanery Synod representatives, with 6 other possible places. So Timothy, Austen, Anja, Marie and Pamela were members. Sangeeta Dewan, Jane Havergal and Vicky Hurst had done 3 years, so would be standing down. John Havergal and Michael Hurst had done 2 years, so would be doing their 3rd year. Dhosjan Greenaway-Dalini and Carolyn Smart would be doing their 2nd year. So that left 2 vacancies.

Written nominations had been received for David Bulgin (proposed by Pamela Lighthill, seconded by Mary Barker) and for Jessica Hurst (proposed by John Havergal, seconded by Jane Havergal). They were duly elected. It was agreed that Francis would be co-opted at the first meeting of the new PCC, if willing to continue in his role of Church Architect.

9. Election of Sidespeople The following people were elected: Aldena, Anja, Faith, Jacqui, Jean, Vicky and Victoria.

10. Financial Report David said that over 2 years we had received money from the license agreement with Bellway, plus some legacies and donations, amounting to over £30,000. However, despite some increase in regular Gift Aid contributions, our income was now substantially below our expenditure. It had been decided to cut our Common Fund contribution for 2019 by £10,000, to make it £24,000 rather than £34,000. Nonetheless our shortfall over the year was nearly £17,000. The sound system bill was £5,000, but such bills were inevitable. We had received a generous legacy from Vera Smith of nearly £7,000. Nonetheless more income from the congregation or other sources was essential. Austen thanked David for his work, and David thanked Mary for her work as Stewardship Treasurer.

11. Appointment of Independent Examiner David said that this was still under consideration.

12. Churchwardens' Report Austen said that a Quinquennial inspection had taken place, and Francis had done a report. There was nothing too disastrous. However, damp was coming into the Vicar's vestry, and the gutters and downpipes needed more work. The ceiling of the north chapel would be inspected after the clearout. Over the next 3 to 4 years, stonework around the building would need re-pointing. We hoped to keep going with our present boiler for a little while longer, as replacement would cost £20,000. There had been clearance of vegetation on the south side of the church. Nonetheless there was damp ingress and mushrooms inside the church which needed attention.

Austen said that budget planning had been considered at a number of meetings. A lump sum of c. £40,000 was expected from the Diocese because of the Bellway work. At present there was a bit of a struggle between Bellway and the Diocese because of negligence in the new vicarage. There had been a leak since it was built, and scaffolding had been up for 10 weeks. The Diocese might have to get the problem sorted and bill Bellway for it. Linda asked about the terms and conditions for using the money expected from the Diocese. Timothy said that it shouldn't be used just for general maintenance. Austen said there should be a fixed sum from the budget for general maintenance. The hall was making more money, and the cut in Common Fund would help the accounts. However, the hope was to make the church hall into a more attractive space that would generate more income. We hoped in the long term to increase our Common Fund contribution again, especially as we now had a full-time priest. Francis said that there were issues around safety and accessibility.

Austen thanked Anja, who was now running the church hall.

13. Incumbent's Report Timothy thanked the Churchwardens and the PCC for their work during the past year. He had been in post for 19 months. First and foremost the church was a place of worship for a worshipping community, but he wanted to see more people

in the church space. We had a new church logo, featuring the rose window at the west end. We would need to keep the church as a place of prayer and of sanctity, but must welcome in the community, seeking to meet their needs. At present it was difficult to use both church and hall space at the same time, either together or independently of each other. The pews were difficult to move.

He said there was a proposal in place to renovate the hall. The idea was to have a new kitchen where the ladies' loo now is; to convert the unisex loo into two toilets, and to make the present kitchen space into the hall entrance, with a ramp. There would also be toilets at the back, so that 2 groups could use the space, one in the church and one in the hall. There would be a lockable door roughly where the curtain now is, so that hall users could safeguard their space from intruders. There would need to be a sound barrier between hall and church.

Timothy proposed replacing the existing pews, which he regarded as inflexible and uncomfortable, with new ones, with padded seats and space for books and kneelers. They would cost c. £30,000. The work to the hall plus the cost of the pews could be c. £100,000. Sangeeta, John and others were looking at the possibility of getting grants. There was also the lump sum expected from the Diocese. We might also get a loan from the Diocese, and would do the normal fund-raising as well.

If this work went ahead, we would need to decide what to do about our regular bookers of the hall space. They might be transferred to the church space while the work was done. We had also had a proposal, an offer to rent the hall for exclusive use at the cost of £25,000 per annum. This could happen after the renovations, and would mean that those attending church did not have access to the hall.

Pamela asked about faculties, and Linda pointed out that grants were often not given until there was a faculty.

Austen said it was important to bring the plans to the A.P.C.M. In the medium to long term we would need to establish some financial security.

Anne Sinstadt asked about the Bellway flats. Timothy said that a few had hired the hall for one-off parties, and he had made a home visit. Bellway had not yet sold all the flats. Mary Barker asked for more detail about the proposal. Austen gave a few more details. There was the possibility of a 5-year contract with sole use of the hall, though we might insist on the occasional use of it on our part.

It was agreed that the matter would be pursued further. Francis was thanked for his help with the renovation plans,

14. Any other reports on parish activities Note was taken that F.O.F. now comprised 2 committees. There was some discussion about music and the choir. Timothy's proposal for a main notice board in dark blue was approved.

The meeting concluded with the Grace.

5. Consideration of the Electoral Roll

As of the morning of Sunday 18th October 2020, there are 49 persons on the Electoral Roll.

6. Report on Proceedings of the Parochial Church Council

The PCC has met in person seven times since the A.P.C.M. on 28th April 2019. We planned to hold the 2020 A.P.C.M. on 10th May, but this could not go ahead because of the corona virus pandemic. Since then the PCC has met 'virtually' four times via Zoom.

At the beginning of June 2019, officers and committee members were elected with little change from the previous year. At the meetings in 2019, updates were generally given under the following headings: Incumbent's Report, Finance, Fabric, Worship and Teaching, Fellowship, Outreach and Fundraising and Safeguarding. Attention was also given to the 'Early Years' Learning Space Proposal'. In August we raised our Common Fund offer from £24,000 for 2019 to £24,700 for 2020.

On Saturday, 16th November a PCC 'Away' Day and Extraordinary Meeting was held, after a few attempts to get this under way. A resolution was unanimously adopted to dispose of the existing pews, and to replace them with stackable bench pews. The grant from the Bellway money allocated by the Diocese would be used to purchase the new pews.

On 15th December the Archdeacon attended the Christingle service, and his formal Visitation took place, including an encouraging meeting with the PCC. At meetings in January and March there was discussion of the Archdeacon's report and of our vision and priorities for the coming year. However, everything changed with the onset of the pandemic and the closure of the church in mid-March.

PCC meetings have been held via Zoom on 20th May, 7th July, 15th and 22nd September. Topics discussed included the feasibility and timing of re-opening the church for a Sunday service and for private prayer once a week. Other topics discussed included the arch repair (completed in July), the dais removal (done by Brian McMillan), the garden, the church finances; the faculty for replacement of the pews, and of course, our ongoing vision.

In light of changed government restrictions it was agreed to hold the A.P.C.M. via Zoom on Sunday 18th October.

7. Deanery Synod Report

At present, Marie Edwards and Pamela Lighthill are the two Deanery Synod representatives for All Saints. Elections must now be held. Marie is a member of the Area Synod, so is ex-officio a member of the Deanery Synod. With our electoral roll being under 60 people, there is only one vacancy.

A meeting of the Deanery Synod was held on 9th July at All Saints Highgate, with refreshments kindly provided by Timothy. This was an open meeting, and the main topic for discussion was the development of our youth and children's ministries. The Area Dean, the Revd Philip Sudell introduced the speakers. The experiences of youth ministries in Grace Church, St Mary's Primrose Hill, Christ Church, Crouch End, and Cross Reach were shared and discussed. Good work was being done with young children and their parents at Grace Church and Christ Church. At St Mary's Primrose Hill there is ministry with young people involved in gangs, and with the victims of gangs.

An informal Deanery Synod meeting was held at St James' at the end of September 2019, with a talk by Philip Sudell. Since then there have been no meetings because of the pandemic. A meeting was planned for this September, when Bishop Rob would have talked to us about the possibility of joining together the two deaneries of East and West Haringey, but this meeting was cancelled.

As things stand, it seems likely that the new representative on Deanery Synod will not have any meetings to attend for some little while! In any case the current members of the Deanery Synod will remain in office until 30th November, and will comprise the electorate in the General Synod election this year.

All Saints' Church N6 Deanery Synod Representatives

Pamela Lighthill and Marie Edwards

11. Financial Report

Financial Review for the year ended 31 December 2019

(Accounts available in Appendix ii on page 20)

The financial report for 2018 confirmed that, without the additional income from the building work licence for erection of fences and scaffolding on church land in connection with the construction work on the adjacent vicarage site (which brought in £19,221 in 2016 and £13,650 in 2017), the underlying figures without this additional income continued to show a concerning trend.

Excluding the income from the building work licence, the General Fund income in 2017 was £32,827, which was a similar level to the figures for the two previous years. The General Fund income for 2018 was £37,607, an increase of £4,780 on the adjusted figure for the previous year. The General Fund income for 2019 was £43,409, showing a further increase of £5,802 on the 2018 figure.

Following a 4.8% increase in regular gift-aided donations in 2018 to £22,788, there was a slight fall in 2019 to £22,403 (down by 1.7%). The recovered income tax on gift aid however increased from £6,474 to £6,744 (4.2%). General fund donations increased from £1,135 to £1,875, while other collections fell from £3,111 to £2,774. Legacies were also received amounting to £7,868.

Income from hall lettings increased substantially from £10,197 in 2018 (which was slightly lower than the two previous years) to £14,562 in 2019, providing very welcome additional income for the church.

The expenditure from the General Fund in 2019 was £45,068; this compares with £58,417 in 2018, £55,429 in 2017 and £51,189 in 2016. However, both the 2017 and 2018 figures include payments for the new sound system – a deposit of £2,700 in 2017 and the balance of £4,902 in 2018; if these one-off payments are excluded the remaining figures for general expenditure are £52,729 for 2017 and £53,515 for 2018.

Much of this decrease in outgoings in 2019 is due to the reduction in our common fund payments agreed with the diocese from £34,000, to £24,000. It was recognised that the previous figure for common fund payments represented a disproportionate amount of our overall income and payment at this level was unsustainable. There has been a higher level of essential maintenance and repair work to the church and garden, increasing from £2,608 to £5,045. Running expenses for church and hall remain at a similar level to previous years. Other major items of expenditure including insurance are largely fixed and there is limited scope for any substantial reduction.

Other than normal running expenses, there was no major expenditure on the hall in 2019, and £10,000 has been transferred from the Hall Fund to the General Fund to support the running costs of the church.

Taken together, the unrestricted funds (General Fund plus Hall Fund) showed an income of £57,979 in 2019, with expenditure of £48,477, resulting in a net increase of £9,502 over the year. This compares well with a loss of £16,873 in 2018 and £3,100 in 2017. As stated above, a major contribution to this is the reduction of £10,000 in our common fund payments agreed with the diocese, together with a limited demand for major items of expenditure (such as the new sound system in 2017/2018).

There was no expenditure from the Restoration Fund in 2019, and this fund stands at £8,039.

The total funds available to the church stood at £48,027 at the end of 2012 (before expenditure in 2013 on the new porch), but had reduced to £29,146 by 2017. At the end of 2018 they had fallen further to £12,291. In 2019 has seen a recovery to an end-of-year figure of £21,185.

The total of the unrestricted funds (General Fund plus Hall Fund) was £13,419 at the end of 2015, increasing to £23,777 at the end of 2016. The increase in 2016 was due to a significant extent to the contribution from the building work licence payments, which also substantially limited the size of the decrease in 2017. With this source of income no longer available, the unrestricted funds available at the end of 2018 had fallen to only £3,804, and this was a real cause of concern. 2019 saw a welcome recovery to £13,306.

While the reduction in common fund has eased the pressure on our finances, at least in the short term, it is clear that All Saints still needs to consider further ways of increasing the level of regular income in order to maintain a sustainable financial position in the years ahead without relying on the support of unpredictable one-off donations and payments.

All Saints' Church N6 PCC Treasurer

David Bulgin

13. Churchwardens' Report

The past year has been strange and challenging for everyone, and presented unrepresented challenges for all church communities. Before the pandemic started we welcomed Alastair to join our clergy, who has brought enthusiasm, new ideas and a different perspective to All Saints'. This has been a fantastic addition to our life as a parish – thank you and welcome Alastair!

The COVID pandemic has meant we have had to think of church life and worship in new imaginative ways. Zoom coffee mornings, streamed services, hymn-less services and socially distanced Peace have all unfortunately become very familiar. It has also illustrated the strength of our community at All Saints' and the support the church can provide in difficult times. Despite the challenges, we have returned to regular services and the church remains open most days of the week. Many thanks to Timothy for driving forward the re-opening of the church, and to Michael for all his help in facilitating this.

Fabric expenses. The church continues develop unexpected problems requiring urgent repairs as expected of a building of this age. This year, there was slippage of one of the supportive blocks making up the arch to the right of the church entrance. This required urgent repair. This has been successfully carried out. Thanks to Francis for his help with this.

Church Boiler: The boiler continues to be a problem for the church. It was repaired in the winter of 2019-20, and subsequently worked until October 2020. Unfortunately, it is now not working again, and is awaiting further assessment by heating engineers. In the medium term the boiler will need replacement, but this will be a significant financial outlay and will require targeted fund raising. Last year, following discussion with the PCC, we felt we couldn't afford to replace the boiler due to the high cost. We will need to reassess this situation once we have a quote for repair this year.

Garden maintenance: This has mainly been provided by volunteers. Several previous garden helpers have been more limited in their contributions due to the pandemic, which has made keeping on top of the garden more challenging. We have explored several long-term solutions to providing garden maintenance, but none have provided a long term sustainable solution. We do not feel we can currently afford professional gardeners to maintain the garden. There has not been a recurrence of the damp problems due to over growth of plants into the base of the church walls this year.

Ongoing issues from the Quinquennial inspection (2018): Urgent work was addressed last year. Medium term work supporting the fabric of the building and garden (such as repointing of external stonework) has not been started over the past year due to the unusual challenges 2020 has brought, and the Parish's

ongoing financial insecurity. Once our income streams have stabilised and improved, we plan to initiate a rolling program of external maintenance work for the church buildings, to pre-emptively address fabric issues through building up a maintenance reserve fund.

Church Hall: Following the inevitable suspension of church hall hires due to the COVID19 pandemic, it has been a real challenge to re-start hall lets in a safe and sustainable way, whilst adhering to changing COVID recommendations. Fortunately, most of our long-term clients have returned, and due to social distancing limitations, several have requested the hall for additional classes. This has provided the church with an invaluable source of income at a time when other income streams have been more limited. Many thanks to Anja who has led on this work.

Development of church spaces: We have continued to work towards developing the church spaces (church itself, hall and garden) as facilities for the both the church and local communities. The dais between the nave and choir has been removed to allow more flexible arrangements of furniture, and to open up this area, making this church space more usable. Following extensive discussions with the PCC and among the wider congregation, the funds available to All Saints' Parish from the Bellway development are to be used to replace the existing pews with movable / stackable pews. We have applied for a faculty to the Diocese to approve this work. This will allow the main body of the church to be cleared completely making this space far more flexible. Once complete we hope this space will allow the church to be hired out more frequently providing greater financial stability to the parish, without compromising the church as a sacred place of worship.

Safeguarding and DBS: Jane has continued to maintain DBS checks on Sunday school helpers, Church Officers and those in contact with vulnerable members of the congregation. Thank you, Jane, for all this ongoing work. We have maintained our Safeguarding policy in line with recommendations from the Diocese.

Policies and Registers: The key holder register and safeguarding policy has been updated. The health and safety policy and risk assessment has been checked and, following discussion with the PCC, safety and universal access of the Church has been assessed and enabled within our budget. An asbestos survey has been carried out this year and has identified some further asbestos behind the high altar which needs safe removal. A fire risk assessment has been carried out.

Fire extinguishers and lightning protection systems have been serviced

Electoral Roll: The Electoral Roll of the Church has been maintained and updated. Many thanks to Anja who has led on this.

Common Fund contribution: Followed extensive debate within the PCC, a decision was agreed to reduce the parish contribution to the Common Fund by approximately 1/3, in light of the current situation with the parish finances. The aim would be to aggressively increase this contribution again, once parish income exceeds expenditure, and greater financial stability has been achieved.

Thanks: The functioning of a parish like ASC requires the dedication of many individuals working behind the scenes to ensure the Church and worship continue to run seamlessly. The Wardens would like to formally express their sincere thanks to everyone who helps out, and particularly Marie, Michael, Vicky, Pamela, John, Jane, Francis, David, PCC members, Chris our organist, FOF committee members, Sunday School helpers, Church cleaners, coffee helpers and those who decorate the church. Finally, the Wardens would like to thank Timothy and Meagan, and Alastair and Sue for all their hard work and dedication to All Saints' church. Thank you all.

All Saints' Church N6 Church Wardens 2020

*Anja Barnes
Austen Worth*

14. Incumbent's Report

This past year has been a year unlike any one that we have ever lived through. With the global pandemic (COVID-19), the shape of our lives, both individually and communally, has changed dramatically from where we were twelve months ago. As I write this report, I am mindful of just how much extra weight has been on each and every one of us, and I am humbled and grateful for your faithfulness, prayers, support and resilience. No matter what the coming months will look like, we will only get through them if we continue to rely on God for strength and peace. We must lean on each other and be gracious with ourselves and each other as we navigate ever changing guidance from our government and the Church of England. May God give us strength, wisdom and resilience for all that lies ahead.

I want to say a heartfelt thanks to our churchwardens, Austen and Anja, for their continued work to support and care for our church and community. Thanks, as well, to those who have served this year on the PCC. I am grateful for their work behind the scenes, and online, as we have sought to navigate this new shape of life together.

On 10th June 2019, we were blessed to welcome the Reverend Dr Alastair McKay as Associate Priest of All Saints'. His wealth of experience and wisdom has been a real gift to us. He serves with us in a 'non-stipendiary' capacity, meaning that he has full time work outside of the church. We continue to pray for his work, as Director of the charity 'Reconciliation Initiatives', and I look forward to all that we will do together in the coming years.

As their term of service on the PCC comes to a close, I want to say a special thanks to John Havergal and Michael Hurst. Thanks to Marie Edwards and Pamela Lighthill, for their work with our deanery as our Deanery Synod Representatives. Thank you to David Bulgin (our Treasurer) and Francis Birch (supporting us as church architect). And, thank you to Brian McMillan and Jane Havergal, for stepping up to care for the choral life of the church and Jane's work to pull together some digital musical resources from our choir.

When churches were told to close, at the end of March, we were unsure of how that would affect our community, worshipping life and finances. Our doors were closed for just over four months and when we re-opened we emerged with a new structure of gathering. During the 'lock-down' all our services moved online, being offered through Facebook Live, YouTube and Zoom. Now that we are back in church we work to maintain a 'mixed-mode' of worship, fellowship and service through offerings online and in-person.

Around our local area, I've been encouraged by the development and use of mutual aid groups, foodbank aid groups, grassroots neighbourly care, and the use of our new Community Pantry. There are so many incredible examples of learning

to love and care for our neighbours, and we pray God would continue to bless all that is offered throughout these many channels.

At the end of 2019, we had our triennial Archdeacon's visitation. At the end of his report he wrote:

"At the end of my meeting with the PCC I asked the members to reflect what they were hoping for in the life of All Saints amidst all that we had spoken about and all the change that had been acknowledged, and I was very encouraged by the ways in which the PCC members spoke of their love for God through Christ and All Saints. They described All Saints as 'a living church', 'a second home where Jesus supports me', 'a place where Jesus is found', 'where God is found in the ordinary things of life', 'where God has always been and always is', 'a place where I can feel him, he touches me', 'a place of blessing, a place where I trust in God' and 'I thank God for what is precious'. Those were some of the ways in which the PCC members spoke about the future of All Saints, and I am sure with such positive and faithful thoughts and comments, along with the inspiration and careful leadership of Fr Tim and his wife the parish will continue from strength to strength and we look forward to seeing how this ministry will change in the future."

On the back of his visit and the work of the PCC during 2019, we began 2020 with an ambitious plan to redevelop our physical spaces and to work to make our church and resources more beneficial to the community around us. This has been further developed in the past months. Today we officially launch our plans to enrich and enhance our worship and ministry in our church and parish with our vision to 'Reclaim Our Community Space'. Full details can be found below and we look forward to taking this amazing work forward.

There is still so much to learn about what we gained and what we've lost because of COVID. There is also the question about what we want to leave behind and what we want to take forward from what we've learned. It is a road I am looking forward to taking. Will you join me as we seek God's will for our church, community and parish?

All Saints' Church N6 Priest in Charge

Revd Timothy Miller

a. 'Reclaiming Our Community Space'

- See Appendix i on page 16 for full details

15. Any other reports on parish Activities

a. Hall Report:

- Our regular users are as follows with the amount of times they hire:

Zumba	Monday, Tuesday, Wednesday, Wednesday evening – 4 hours
Homeschool choir	Thursdays - 1.5 hours
Judo	Tuesday, Friday – 5 hours
Chomeley Choir	Thursday – 2 hours
Kumon	Monday and Wednesday - 3 hours
Colourstrings	Saturday – 4.5 hours
Despina – Ballet School	Thursday, Friday – 7 hours
Andrew's exercise class	Friday – 1 hour
Emily, Y5 & Y6 dance and adult exercise classes	Monday, Wednesday, Friday – 5 hours
Stephen Hadley - Horn player	1-4 times a month for about average 40- 60 min.

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- Because of COVID some of the classes are more often now during the week because of social distancing. I have placed signs with guidelines up in the hall, to assist the users of the hall.
- We have a half term club coming in to do activities with children during October, December and Easter next year – they are called Little Supernovas.
- There is a Creative movement class on the first Sunday of every month, and we also have a lady who gives Gong Baths once a month. We use the key safe next to the hall to give these people the keys.
- We charge all the regular users £20 an hour, except the Homeschool choir £10.
- Zumba and Colourstrings are storing some equipment at the back of the little chapel and the judo instructor storing some mats in the accessible toilets.

b. Fabric Report:

All Saints Church Talbot Road Highgate N6 4QH

Fabric Report 2020

Summary.

All Saints Church last Quinquennial inspection report dated 7th June 2018 made a number of recommendations for further maintenance & repairs. The work completed this year 2019-2020 is summarised as follows:

Roofs.

- As recommended in the report annual roof tiling maintenance was carried out in February 2020 to replace missing plan tiles from the pitched roofs to the Hall & the Vestry roofs. Some lead repairs were carried out to the main valley gully between the Hall & Nave.
- The small section of rotten rafters in the south eaves to the main vestry was inspected & would be scheduled for repairs in 2021.
- Replace defective lead flashing to west gable end to main vestry roof was inspected & would be scheduled for repairs in 2021.
- Annual roof gutters & downpipes cleared & any loose gutters fixed as recommended in the report.

Main Elevations.

- Repointing to South Aisle buttresses, vestry corridor toilet block stonework & North Vestry entrance was inspected & would be scheduled for repairs in 2021.
- Boiler room steps blocked drain gully cleared.

Interior.

- North Chapel cracks in the external walls & rising damp were inspected & would be scheduled for repairs subject to funds being available.
- Arch South Nave – stone voussoirs movement - s/s ties drilled as recommended by structural engineer to make safe. Work carried out in July 2020
- Main church parquet floor re-lacquering to be carried out as part of the future pews replacement in the Nave.

Services.

- PCC to instruct replacing defective valve to main gas boiler so that the Hall heating can be maintained.
- Annual test of lightning protection tapes.
- Electrical lighting & power test.

Exterior.

- Rear terrace to Hall now cleared of builders rubbish & sundry loose materials & debris removed from area behind existing timber storage shed.

APPENDIX

i. Reclaim Our Community Space



GATHER | PARTICIPATE | CREATE

ALL SAINTS' HIGHGATE
Talbot Road | London | N6 4QH

RECLAIMING OUR COMMUNITY SPACE

The stories we remember are the ones that resonate with our senses. Sight, scent, taste, touch and sound combine in our most important experiences. Our favourite recollections are ones that stir up a mixture of these senses. We feel, smell and see the room, taste the food and hear the music of that perfect evening. Part of making memories is about creating the spaces where the combination of people and moments become treasured memories.

At All Saints' Church, we want you to know that we and our building are HERE FOR YOU! We've got exciting plans to make changes to this little Parish Church as we believe our spaces can be a gift and asset to our community, now and for many years to come. Together we can make lasting memories as we RECLAIM OUR COMMUNITY SPACE!

The story behind our spaces

In 1863, St Michael's Church in Highgate Village, planted a small Mission Church on the north side of Highgate. With the growing population and work force of the area, the Anglican Church wanted to ensure spiritual and physical care for the residents of the developing area. The original building was smaller than the current church, but it was enough to plant a seed in the area and to show the people of Highgate that it didn't matter how much or how little money you had, or how/why you ended up in the area, if you were here you mattered and you were a welcome part of the growing church community.

As the area developed and the residential developments grew, the church expanded their main building and developed an 'off-site' location for a Mission House. The Mission House served as a church hall, in the lower part of the building, and included, above the hall, living accommodation for a community nurse and beds for the sick and needy of the area. In the subsequent years, the property was sold off and the Mission House became part of the buildings that now comprise the Highgate Group Medical Practice.

For 157 years, as the church proudly stood on (what became) the corner of Church Road and Talbot Road, it has gone through a number of physical changes. Every change, whether it meant expansion or contraction, has been undertaken with careful consideration to balance the contemporary needs of the church and local community.

Throughout this time, the priests, Parochial Church Council (PCC), and congregation of All Saints' church, have sought to support the people in the local area as the community grew up around it. Although the parish has changed over the years, our commitment to be an open place of worship, prayer, hospitality and care has not changed.

What does this mean for you?

Many church spaces lack flexibility, adequate heating, and activities. It is not that church communities are trying to be exclusive, or excluding, but for many churches they have inherited space that was developed and ear-marked for a set purpose when their parish (local area/community) looked very different. Often, churches had greater resources in terms of money, people and space. It was easy to maintain designated spaces for specific activities, and the range of activities expected from a church were more limited. Even when the world looks different it can be hard to live outside of these inherited norms.

Over the years we've heard countless stories about joyful memories from parties, activities and events in our Church Hall. We're so fortunate to have this space that has been able to foster such great opportunities but that is only part of what we have to offer. Through careful development of these spaces, with attention to local needs, we know we can grow these assets for the good of the community. We will be able to offer safe, secure, peaceful, dynamic, flexible, welcoming spaces that will be able to be used for a wider range of activities, events and services.

This past year, the PCC have been dreaming of ways to expand internally to be more beneficial to the wider parish. We've begun an exciting journey of reordering and, thanks to a large delay due to COVID-19, we're now ready to share our developing vision and to invite you as we continue to seek to GATHER, PARTICIPATE and CREATE together.

Why are we doing this and what is planned?

The nave, which is the largest, central body of the church building, is, in many ways, the most important. It is meant to be the place where people are able to connect with more than they expect or imagine. It is a place of catalyst where something of a life and a world beyond ourselves becomes reality. It is a place imbued with power of transformation and possibility. It is meant to be a safe, dynamic, life-giving place for ALL people.

Our building now comprises a 'church' space and a 'hall' space (which are used regularly for an assortment of activities) that have been carved out from the enlarged church nave from the early 1900's. Range of activities includes: services of prayer, worship, choir practices, concerts, to exercise classes, Zumba, other physical training, and summer schools for children. The activities that take place in our small spaces are as varied as the people who attend them...but it can do more.

Currently, the physical layout and building materials that have been used to create these different spaces, do not allow multiple bookings/events to take place at the same time. We want to offer spaces that are flexible and safe and have access to necessary amenities. It's not just the internal space that's changing; we want our garden to be a greater resource and gift to our community as well. We plan to do this across five phases, and Phase 1 has already begun by paying for the removal and replacing of the current pews.

PHASE 1 – Redevelop the CHURCH NAVE

- replace the current fixed pews with lighter, stacking pews.
- refinish the wood floor so it's safe for activities for people of all ages.
- replace and relocate the old boiler that services both the Church and Hall
- ensure our entrance and fire escape are step-free.
- purchase new 'cafe' furniture to allow more opportunities for socialising and fellowship.

PHASE 2 – Replace and relocate CHURCH/HALL BOILER

PHASE 3 – Redevelop the CHURCH HALL

- move our current kitchen to the Hall entrance.
- redevelop and update our toilet facilities in the current entrance space, including maintaining a disabled loo and family friendly facilities.
- add sound proofing between the hall and church.
- add ramps at both entry points to create disabled access.
- clean-up and make good the back patio space to make a new, dedicated, hall entrance.

PHASE 4 – Redevelop the CHURCH GARDEN

- a full trim and clean-up of all the garden spaces.
- removing 'wild-sown' trees and unmanageable vegetation that is causing damage to the church building and surrounding fence.
- rebuild the current 'Memorial Garden' and back ramp entrance to create a quiet, community garden of remembrance.
- create an opportunity for an artisan coffee kiosk.

PHASE 5 – Develop CHURCH AMENITIES

- expand our AV systems to support events, activities and services in the church.
- purchase new lighting to enhance local opportunities and our current repertoire of services and concerts.

Gather, participate, create ...

Will you help to RECLAIM OUR COMMUNITY SPACE? Will you help develop and create spaces where, in a beautiful combination of people and place, we can help create life-giving experiences and life-long memories that foster relationships, that strengthen community, that create opportunities for dialogue and growth that may not be available anywhere else? Will you work to create a community space that can be a gift to all people and can be a place of peace, safety and fellowship for many years to come?

If you would like to get involved, we're looking for help with the following:

- identifying and applying for grants
- connecting with local resources to bring this vision to life (i.e. gardeners, builders, connections for building materials and goods, etc.)
- spreading the word about the vision and plans for these spaces
- regular/one-off donations to the ongoing life and work to RECLAIM OUR COMMUNITY SPACE



If you would like to hear more about the vision, see the plans/current progress, or want to talk about how you can get involved, follow the QR code or contact Timothy Miller, our Priest in Charge on [07588644217](tel:07588644217) or revtimiller@gmail.com, and he'll be more than happy to speak with you.

WE CAN'T DO THIS ALONE.
WE WON'T DO THIS ALONE.
WE WANT TO DO THIS TOGETHER - WILL YOU JOIN US?



GATHER | PARTICIPATE | CREATE

ALL SAINTS' HIGHGATE
Talbot Road | London | N6 4QH

ii. Accounts:

Parochial Church Council of All Saints Church, Highgate
Statement of Financial Activities
For the year ended 31 December 2019

Page 1

	Note	Unrestricted	Restricted	TOTAL FUNDS	
		Funds	Funds	2019	2018
		£	£	£	£
INCOMING RESOURCES					
Incoming resources from donors	1(a)	33,984	967	34,951	34,264
Other voluntary incoming resources	1(b)	7,868	-	7,868	-
Incoming resources from operating activities					
- to further the council's objects	1(c)	14,934	-	14,934	11,478
- to generate funds	1(d)	1,161	-	1,161	2,594
Income from investment	1(e)	32	22	54	44
Other ordinary incoming resources	1(f)	-	-	-	-
TOTAL INCOMING RESOURCES		<u>57,979</u>	<u>989</u>	<u>58,968</u>	<u>48,380</u>
RESOURCES USED					
Costs of generating funds	2(a)	64	-	64	-
Grants and donations	2(b)	480	967	1,447	1,032
Activities directly relating to the work of the church	2(c)	41,328	-	41,328	57,582
Support costs	2(d)	4,992	-	4,992	4,860
Church management and administration	2(e)	1,613	-	1,613	1,761
TOTAL RESOURCES USED		<u>48,477</u>	<u>967</u>	<u>49,444</u>	<u>65,235</u>
Net Incoming/(Outgoing) resources		9,502	22	9,524	(16,855)
Gains and losses on investment assets		-	-	-	-
Gross transfers		-	-	-	-
Net Movements in Funds		<u>9,502</u>	<u>22</u>	<u>9,524</u>	<u>(16,855)</u>
Balances Brought Forward at 1 January		<u>3,804</u>	<u>8,487</u>	<u>12,291</u>	<u>29,146</u>
Balances Carried Forward at 31 December		<u>13,306</u>	<u>8,509</u>	<u>21,815</u>	<u>12,291</u>

The notes on pages 3 to 5 form part of these accounts.

(APCM 18 October 2020)

	Note	2019 £	2018 £
FIXED ASSETS			
Tangible fixed assets		0	0
Investment assets		<u>0</u>	<u>0</u>
		<u>0</u>	<u>0</u>
CURRENT ASSETS			
Stock		150	175
Debtors	5	2,637	3,259
Short term deposits		10,504	10,504
Cash at bank and in hand		<u>10,618</u>	<u>1,217</u>
		<u>23,909</u>	<u>15,155</u>
LIABILITIES: AMOUNTS FALLING DUE WITHIN ONE YEAR	6	<u>(2,094)</u>	<u>(2,864)</u>
NET CURRENT ASSETS (LIABILITIES)		<u>21,815</u>	<u>12,291</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		21,815	12,291
LIABILITIES: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR	7	0	0
NET ASSETS (LIABILITIES)		<u>21,815</u>	<u>12,291</u>
FUNDS			
Unrestricted	4	13,306	3,804
Restricted		<u>8,509</u>	<u>8,487</u>
		<u>21,815</u>	<u>12,291</u>

The notes on pages 3 to 5 form part of these accounts.

(APCM 18 October 2020)

For the year ended 31 December 2019

1 INCOMING RESOURCES

	General Fund £	Hall Fund £	Restoration Fund £	Restricted Fund £	TOTAL FUNDS 2019 2018 £ £	
1(a) Incoming resources from donors						
Regular donations by gift aid	22,403	0	0	0	22,403	22,788
Other planned giving	188	0	0	0	188	204
Donations	1,875	0	0	967	2,842	1,687
Income tax recoverable	6,744	0	0	0	6,744	6,474
Other collections	2,774	0	0	0	2,774	3,111
	<u>33,984</u>	<u>0</u>	<u>0</u>	<u>967</u>	<u>34,951</u>	<u>34,264</u>
1(b) Other voluntary incoming resources						
Diocesan grant	0	0	0	0	0	0
Diocesan Loan	0	0	0	0	0	0
Donations, appeals etc	0	0	0	0	0	0
Legacies	7,868	0	0	0	7,868	0
	<u>7,868</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>7,868</u>	<u>0</u>
1(c) Income from operating activities: to further the council's objects						
Church hall lettings etc	0	14,562	0	0	14,562	10,197
Fees	372	0	0	0	372	1,281
Magazine	0	0	0	0	0	0
	<u>372</u>	<u>14,562</u>	<u>0</u>	<u>0</u>	<u>14,934</u>	<u>11,478</u>
1(d) Income from operating activities: to generate funds						
Fetes, bazaars, other fund-raising events	1,161	0	0	0	1,161	2,594
	<u>1,161</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1,161</u>	<u>2,594</u>
1(e) Income from investment						
Interest	24	8	22	0	54	44
	<u>24</u>	<u>8</u>	<u>22</u>	<u>0</u>	<u>54</u>	<u>44</u>
1(f) Other incoming resources						
Insurance claim	0	0	0	0	0	0
Building work licence	0	0	0	0	0	0
	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
3 Recovery of exceptional losses						
Insurance claim					0	0
Bank repayment					0	0
	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Total Incoming resources	<u>43,409</u>	<u>14,570</u>	<u>22</u>	<u>967</u>	<u>58,968</u>	<u>48,380</u>
Transfer from Hall Fund to General Fund	10,000					
	<u>53,409</u>					

For the year ended 31 December 2019

2 RESOURCES USED

	General Fund £	Hall Fund £	Restoration Fund £	Restricted Fund £	TOTAL FUNDS	
					2019	2018
2(a) Costs of generating funds						
Fetes, bazaars and other fund raising events	0	0	0	0	0	0
Costs of stewardship campaign	64	0	0	0	64	0
	<u>64</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>64</u>	<u>0</u>
2(b) Grants and donations						
Overseas mission and relief agencies	0	0	0	344	344	196
Charities	480	0	0	623	1,103	836
	<u>480</u>	<u>0</u>	<u>0</u>	<u>967</u>	<u>1,447</u>	<u>1,032</u>
2(c) Activities directly relating to the work of the church						
Diocesan parish share	24,000	0	0	0	24,000	34,000
Assigned parochial fees	190	0	0	0	190	873
Clergy expenses	965	0	0	0	965	1,405
Vicarage expenses	380	0	0	0	380	517
Church running expenses	3,260	0	0	0	3,260	3,744
Cost of services	1,239	0	0	0	1,239	584
Choir & Music	75	0	0	0	75	0
Organists' fees	2,715	0	0	0	2,715	2,640
Sunday school	50	0	0	0	50	43
Church & garden maintenance	5,045	0	0	0	5,045	2,608
Church Hall running costs	0	2,889	0	0	2,889	2,565
Church Hall maintenance costs	0	520	0	0	520	3,701
Sound system	0	0	0	0	0	4,902
	<u>37,919</u>	<u>3,409</u>	<u>0</u>	<u>0</u>	<u>41,328</u>	<u>57,582</u>
2(d) Support costs						
Insurance	4,992	0	0	0	4,992	4,860
	<u>4,992</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>4,992</u>	<u>4,860</u>
2(e) Church management and administration						
Printing and stationery	405	0	0	0	405	838
Postage and telephone	665	0	0	0	665	540
Photocopier	0	0	0	0	0	120
IT expenses	443	0	0	0	443	153
Lotteries license	0	0	0	0	0	0
Bank and other charges	100	0	0	0	100	110
Depreciation	0	0	0	0	0	0
	<u>1,613</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1,613</u>	<u>1,761</u>
3 Exceptional costs	0	0	0	0	0	0
Total Resources Used	<u>45,068</u>	<u>3,409</u>	<u>0</u>	<u>967</u>	<u>49,444</u>	<u>65,235</u>
Transfer from Hall Fund to General Fund		10,000				
		<u>13,409</u>				

Staff and other costs

Other than the fees payable to the organist no staff costs are incurred.

There were no other disclosable transactions in respect of PCC members, persons closely connected with them, or other related parties.

For the year ended 31 December 2019

4 ANALYSIS OF NET ASSETS BY FUND

	Unrestricted Funds £	Restricted Funds £	2019 Total £	2018 Total £
Fixed assets for church use	-	-	-	-
Investment fixed assets	-	-	-	-
Current assets	15,181	8,728	23,909	15,155
Current liabilities	(1,875)	(219)	(2,094)	(2,864)
Non current liabilities	-	-	-	-
Fund balance	<u>13,306</u>	<u>8,509</u>	<u>21,815</u>	<u>12,291</u>

ANALYSIS OF FUNDS

	2019 Total £	2018 Total £
General fund	10,281	1,940
Hall fund	3,025	1,864
Restoration fund	8,039	8,017
Restricted fund	<u>470</u>	<u>470</u>
	<u>21,815</u>	<u>12,291</u>

£10,000 was transferred from Hall Fund to General Fund in 2019

5 DEBTORS

	2019 £	2018 £
Income tax recoverable	2,637	3,259
Legacies receivable	-	-
London Diocesan Fund	-	-
Other	-	-
	<u>2,637</u>	<u>3,259</u>

6 LIABILITIES: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2019 £	2018 £
Accruals of utility payments	250	219
Creditors	1,844	2,645
	<u>2,094</u>	<u>2,864</u>

7 LIABILITIES: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

2019 £	2018 £
Nil	Nil