

allsaintsworcester

ANNUAL REVIEW 2021

CONTENTS

VICAR'S REPORT	3
1. GOVERNANCE AND OPERATIONS	4
PCC	4
ELECTORAL ROLL	4
SAFEGUARDING	5
OPERATIONAL UPDATE	7
BUILDINGS UPDATE	11
2. LOOKING OUTWARDS	13
MISSION PARTNER SUPPORT	13
WORCESTER FOODBANK	14
3. COMMUNITY AND GROWING DISCIPLES	16
GROUPS	16
FOOTBALL TEAM	16
REVIVE	17
MEN TOGETHER	17
ARTSPACE	18
ALPHA	22
CHILDREN	22
MAINLY MUSIC	24
YOUTH	25
STUDENTS	26
4. PRAYER, WORSHIP AND TEACHING	27
PRAYER	27
WORSHIP	27
GATHERINGS	29

VICAR'S REPORT

This past year is another year we will remember forever, as the Covid-19 pandemic took more twists and turns and we found ourselves having to navigate further uncertainty as a church. The second year of the pandemic was in fact harder than the first on this front, given the increasing ambiguity of the guidance, slow relaxing of restrictions and more personal or local choice.

Despite this, All Saints handled this magnificently as a community, finding a good balance between appropriate caution and healthy faith, with a wonderful commitment from everyone to continue to "love our neighbour", particularly by willingly accepting masks or social distancing for longer in order to go at the pace of the whole church.

Over the year we have sought to ensure that our Sunday gatherings evolved as the pandemic unfolded, with a long-term commitment to both online and onsite worship being resourced and affirmed. We sought to create teaching series that spoke into the needs of the moment and what we believe the Spirit is saying to the church. Jess and her team launched a new evening gathering at 6pm with a particular focus on older youth, students and twenties, and this has steadily grown and consolidated.

Life groups and other midweek groups continued to be the mainstay of church life, complimenting the Sunday gatherings, but creating authentic communities and contexts for intentional formation.

We said goodbye to the Gallacher family after 7 years of faithful service and we have yet to replace Owen. In September 2021 we launched a first revitalisation project, sending out Andy & Debbie Smith along with a small planting team, to lead a new chapter at St Peter's Bengeworth.

If I was to summarise this past year, it would be with two words - **faithfulness** and **grace**. We have seen the faithfulness and grace of God in our life together, and modelled that to one another consistently. All this means that we find ourselves moving into a new season and chapter with a lovely mix of hope, expectation and joy.

Rich Johnson, Vicar

1. GOVERNANCE AND OPERATIONS

PCC

The Parochial Church Council (PCC) met nine times in 2021-2022. All but one of these meetings took place via zoom as we have become accustomed to doing. In addition the PCC standing committee met eight times to work on agendas, help prepare good reports and order the work of PCC.

Sub groups of the PCC met over the course of the year looking in to specific areas of church life. These were the Mission Partner Support Group, and the Finance Group.

The PCC made great headway with financial planning for the future and in 2022 agreed a Financial Sustainability Plan covering them next five to ten years which gives us a road map to transition from dependence on Strategic Development Fund grant money to cover our resourcing church funded roles to being able to fund these out of our Owen church finances. The plan is designed to ensure the the ministry of All Saints Worcester, including our wider ministry to the area as a Resourcing Church, can be maintained into the future.

The PCC has also worked hard to:

- ensure we continue to comply with all safeguarding, health and safety and environmental health, and data protection (GDPR) regulations.
- oversee robust systems for financial giving and monitoring
- ensure excellent HR practices are in place, and complete the annual salary and pensions contribution review
- ensure the staff team are properly managed and supported
- oversee the good running of Worcester Foodbank
- appoint a representative to the Worcester City Parish Relief in Need charity board

As ever, I am so profoundly grateful for all who serve on the PCC who give so much time to helping lead the church forward and bring such wisdom, grace and humour to the task!

Rich Johnson, Vicar

ELECTORAL ROLL

At the APCM 2021 the electoral roll stood at 179. The annual electoral roll revision took place in March 2022. Over the course of the 12 months since the last APCM 11 names have been added and 13 names have been removed. The new roll stands at 177.

Philippa Barton, Electoral Roll Officer

SAFEGUARDING

'Rescue the weak and the needy; deliver them from the hand of the wicked.' (Psalm 82.4)

All Saints Worcester is committed to being a safe place for all and we are working with the Diocesan guidelines to ensure this is maintained.

At All Saints we want to welcome everyone to become involved in our mission, for we would not be the vibrant church that we are today without everyone's involvement. Safeguarding is never an easy subject to consider but if we see safeguarding only as a set of inconvenient rules then we miss the bigger picture. It is only by setting boundaries and developing robust structures to keep everyone safe that we can have the confidence and freedom to be fully inclusive.

As we work out our calling as a church in a (nearly) post-pandemic world we are developing new and unique forms of evangelism and mission and we need to make sure safeguarding is a key priority throughout all our activities.

Safeguarding is the responsibility of all in the All Saints community and is becoming more embedded within our culture as time progresses. However, there are key members of our community with special responsibility for safeguarding:

Rich Johnson, as incumbent has the overall responsibility to create an environment which enables safeguarding concerns to be raised and responded to openly, promptly and consistently.

Mark Carrington who is responsible for all posts in church being safely recruited and maintaining those records, as well as risk assessments in regard to safeguarding, and updating the Parish Safeguarding Dashboard.

Ministry Leaders who ensure that appropriate safeguarding practices happen within their ministry area and receive any safeguarding concerns from their teams and handle them appropriately.

Grahame Lucas has responsibility for all safer recruitment and safeguarding concerns in relation to Foodbank.

Sue Price as Parish Safeguarding Officer who is responsible for implementing the safeguarding policy by working closely with the above people to advise, support and, where necessary, logging safeguarding concerns, as well as determining appropriate levels of DBS checks.

Practical Safeguarding Measures:

- All Saints follows the CofE Safer Recruitment policy. This is a formal application-based process for appointing people to roles. This is now coordinated centrally and channeled through the office instead of being primarily the responsibility of the ministry leader to improve visibility and consistency.
- Where a role requires a DBS, we use an on-line application system - much easier and quicker for volunteers than the old paper-based forms!
- **Operational Safeguarding group** (Chaired by Sue Price) meets every 4- 6 weeks to review the processes involved in safer recruitment and safeguarding. The administration has moved from a paper based system to completely electronic with files securely stored in shared files accessible to relevant team members. This has also enabled remote working to be more effective as the pandemic has necessitated at times again this year.
- **Strategic Safeguarding group** (Chaired by Rich Johnson) meeting takes place bi-annually. The team discuss specific safeguarding concerns and appropriate mitigating actions which may be taken to protect all members of the community at All Saints.

Key headlines since the last APCM:

- 25 DBS applications were processed – of which 4 were renewals and 2 were using the update service. No referrals to Diocesan Safeguarding Advisor (DSA) were required.
- DBS checks are now to take place every 3 years and not 5 as before. This is being phased in over the next 2 years.
- 37 volunteers were safely recruited to a variety of church ministry teams this year. 21 volunteers were safely recruited to Worcester Foodbank during the past year.
- There have been 5 safeguarding incidents in the past year in which no-one was harmed. Advice was sought from the Diocesan Safeguarding Advisor and action taken in all cases to reduce the chance of the incidents occurring again.
- There have been no serious incident reports to the Charity Commission during the year.
- 3 people completed Basic awareness (C0) safeguarding training
- 14 people completed Foundation (C1) safeguarding training
- 2 people completed Leadership (C2) safeguarding training

Training:

Safeguarding training continues to take place and I urge anyone who is overdue in completing this to do so as soon as possible. All Safeguarding Training is now being delivered online.:

- C0 which is a one hour basic course – appropriate for all volunteers; and a prerequisite for C1 and 2
- C1 which is a two hour extension course, for all DBS posts and a prerequisite for C2
- C2 is the face-to-face course which is now delivered via Zoom- for anyone who has leadership responsibilities within the church, a church officer, or is leading activities in their church role with children, young people and/or vulnerable adults.

We keep records of those who have undergone Safeguarding training so that, in line with Diocesan recommendations, we can prompt our volunteers to renew every three years.

Please inform safer.recruitment@allsaintsworcester.org.uk whenever you complete safeguarding training.

Our church and community has continued to have a wealth of volunteers willing to give up their time for the support of others and extend God's kingdom, especially as we have restructured the host teams this year. I would like to thank Hils Auty for the mammoth task of administering this, as well as a big thank you generally to all our wonderful staff and volunteer teams who support safeguarding in their work by:

- Promoting the welfare of children, young people and adults.
- Working to prevent abuse from occurring.
- Seeking to protect those who are at risk of being abused and respond well to those who have been abused.
- Taking care to identify where a person may present a risk to others, and offer support to them whilst taking steps to mitigate such risks

'What does the Lord require of you but to do justice, and to love kindness, and to walk humbly with your God?' (Micah: 6 v 8)

Sue Price, Parish Safeguarding Officer

OPERATIONAL UPDATE

From the period of 2021 to 2022, all areas of church life continued to operate with the backdrop of the COVID-19 pandemic, although restrictions eased throughout the time-period. Some of the more tangible ways that this has been felt has been the reduction of requirements such as the need to sign in to the churches for the various events and gatherings, social distancing, mask wearing, and at the same time, the resumption of elements such as more one-to-one prayer ministry in gatherings, serving refreshments and having the mid-week groups meeting back in the church.

HR and Staff Updates

The period of 2021 saw some major changes to the shape of our staff team:

- Andy Smith finished his curacy with us in the Summer of 2021, and was licensed at St Peter's Bengeworth on the 19th September as part of our mandate as a Resourcing church in the Worcester Diocese.
- In August 2021, Tia Wood finished as our Children's Worker.

- In August 2021, Rachael Harwood left the position of Finance Assistant after her maternity period came to an end.
- Also in August 2021, Jan Mitchell accepted the permanent position of Finance Assistant after her time as maternity cover for the role ended.
- Fraser Oates started his new position with us as Curate in September 2021.
- In September 2021 we said goodbye to Owen our Associate Vicar and the Gallacher family, as both Owen and Laura started new roles as Postgraduate Pastors with St Aldgate's in Oxford
- In December 2021, Annabel Wade joined us as our new Children's worker

Announced upcoming changes:

- We are currently advertising for an Administrative Assistant to join the team at Worcester Foodbank.
- Hils Auty will be leaving the post of Ministries Coordinator in March 2022, and we are currently advertising for her replacement imminently.

Operations and Buildings Upkeep

Even though the last year has seen quite a few changes, in many ways the behind-the-scenes operational aspects of All Saints such as regular inspections and service contracts have continued uninterrupted. The current climate has however made certain things such as maintenance and repair more drawn out, with lead-times and supplies being more difficult. A prime example is a repair of the scramblers cabin roof took months to schedule in due to several local contractors not having the capacity to fit us in, and required myself to do a temporary repair to stop the leak.

Operational items of note:

- There were ongoing problems with the All Saints heating during the winter of 2020-2021 and into the year with ongoing loss of system pressure. This is thought to be due indirectly to the disturbance of the pipes from the pew removal and servery project. This issue was rectified in the summer of 2021 by our heating engineers.
- Over the winter of 2021-2022, the All Saints boiler has developed a reoccurring fault where the burner has on occasion been tripping out, preventing the heating from turning on. This repair is scheduled in, and will take place once the required components have been delivered.
- In October 2021 we installed a blue historical plaque in partnership with the City and the Civic Society to Edward Hurdman, the first Mayor of Worcester. This was part of a city-wide series of events to celebrate the 400 years of his inauguration in 1621 and the formation of the city political structure that exists to this day. Hurdman and his wife were long standing members of All Saints and have a memorial in the church, as well as donating a communion cup in his will that is still in regular use.
- The lightning conductors at All Saints and St Helen's required modifications and repairs following failed inspections that were subsequently carried out.
- The St Helen's porch was scheduled for repair work (separate to the main reordering project), however due to delays with the contractor, this has been pushed back.

- St Helen's had its latest periodic electrical inspection. Various repairs were carried out as a result, and additional elements of the electrics have been identified for removal or replacement as part of the upcoming reordering works within the church.
- All Saints church had its latest five-yearly quinquennial inspection carried out by our Church Architect. The report is used to identify all of the issues and potential repairs at the church. Some items were previously known and identified for monitoring, others were flagged as more urgent and needing addressing in the coming few years. The report is being reviewed and a plan of action being considered.
- Various elements of the scramblers cabin are being updated: Roof repair after several different leaks, the wall heater and dehumidifier replaced, internet point installed, with a TV that links to the church to be able to stream the gatherings. It will also soon have a new carpet fitted to make the space more comfortable.
- The recent string of storms in Feb 2022 caused some damage to the church, but relatively few, considering their severity. The main external sign was damaged and is in the process of being replaced, the All Saints basement boiler room flooded several times over the period and needs the sump pump replaced. The storm has also highlighted the relatively poor condition of one of the church windows, and a potential issue with the tower clock.

One of the significant operational changes in the life of the church in the past year has been to start the process of preparing St Helen's for the upcoming reordering works. The work was originally expected to begin in the Autumn of 2021 but was delayed due to unforeseen circumstances and so we implemented several changes at that time. The primary action was to move all of the mid-week and community groups and events over to All Saints. This transition has been well received once teething issues were resolved, and the staff team has put in effort to facilitate the groups as needed. The knock-on effect has been the need to transfer over a lot of storage items including many of the collapsible tables and the equipment for groups such as Mainly Music and Artspace. St Helen's is now primarily used for Adventurers children's work on a Sunday.

Safeguarding, Safer recruitment and volunteering

The main safeguarding report is provided above, but the operational implications are also work mentioning.

Firstly the safeguarding and safer recruitment team are aware that there have sometimes been delays in volunteer recruitment as we have striven to rebuild the teams. Some of this has been unavoidable and a due to the thorough nature of the process that we and all churches in the CoE need to adhere to for the protection of everyone in our community. However there have also been delays have been due to capacity issues within the team. In these cases we apologise. We have been able to further streamline the process and make it totally paperless which should make a real difference to the time it takes. We have also been fortunate to have Carol Rogerson join the team in March 2022 in a voluntary capacity who will assist with volunteer recruitment and admin.

One of the big changes since coming back to in-person has been to reshape and form the host teams in the Sunday morning gatherings to incorporate all elements of the practical requirements of the morning, from setup, refreshments, welcome and communion stewarding. This new arrangement was envisioned prior to the pandemic, as previously it was split over several different teams and was becoming more and more difficult to administer. The formation of these new host teams was spearheaded by our ministry coordinator Hils, who did a great job of setting them up and envisioning them. The staff and leadership team are hugely appreciative of all of those volunteers in the new host teams and how the teams have facilitated and enhanced our Sunday gatherings.

Mark Carrington, Church Operations Manager
mark@allsaintsworcester.org.uk

Please feel free to get in contact with me if you would like to find out more about any issues or items detailed, and if you would like to find other ways to get involved and help out with more practical and operational elements of church life. I am always on the look out for more people to help with DIY and gardening and moving chairs!

BUILDINGS UPDATE

All Saints church

The SDU funded work to replace the pews with flexible seating, along with the removal of the radiators and electric heaters, the relocation of the chained bible, and the installation of new servery kitchen now enable the building to be used in new and exciting ways – from silent discos to student bagel banquets, the incredible new space continues to facilitate engagement and community.

The balance of the ‘a Welcome Home’ fundraising campaign is retained to go towards the cost of the wooden screens to conceal the chairs when not in use as per the conditions of the faculty.

Over the years All Saints church has been a receptacle for furniture and antiquities from redundant or demolished churches in the city and we now work to discern which items help tell the story of our historic building and which items may be part of some rationalisation as we look to open up the space further to the wider community.

The SDU funded Phase 1 works have enabled us to take the first step in meeting our vision to create a multi-functional space. However there remains some way to go for the building to be fit for purpose and as the building is opened up to greater use by the All Saints and wider community, this will place greater strain on the electrics. Phase 2 of the works therefore needs to focus on further works to the electrics – the whole system requires re-evaluation (and the lighting in particular) to address the priority items raised in the quinquennial report. Alongside these internal works the most recent quinquennial report has also highlighted the need for urgent action to address the high level cracked stonework at the main façade of the church.



All Saints new multifunctional space in action hosting Artspace.

St Helen's church

We have now received the revised faculty permission to enable the SDU funded reordering project to go ahead. Works will now include:

- installation of under floor heating, new stone floor throughout (allowing the floor to run at one level)
- relocation of the servery kitchen
- relocating the toilets into a new extension on the side of the Tower where the boiler house currently stands, with access from the Nave via the currently bricked up doorway.
- a new ramp from the south porch (our existing entrance) will improve disabled access and to allow for this the font will be relocated to the other side of the entrance.

We hope to go out to tender on the revised scheme of work during the next couple of months, please do be praying that market costs come back favourably!

A new sound desk and new chairs are desirable items which sit outside the scope and funding of the SDU project and will need to be considered along with the capital costs to the church and the priority works already mentioned for the All Saints building and the priority works for St Helen's outlined below.

A faculty application for the repair of the Victorian reredos (altar) has now been granted with work to be undertaken once the reordering works are complete (subject to funding) until then the temporary stabilisation will remain in place.

Separate from the SDU funded works, there are several Quinquennial Inspection (QI) flagged priority repairs including stonework – in particular to the base of the tower, and roof and window repairs that require immediate attention.

We look forward to the re-opening St Helen's to the public once the SDU reordering works are complete. As part of the terms of the HLF grant we are committed to St Helen's being open to the public for these additional hours and the open days are a wonderful opportunity to serve our local community.

Stella Power
7th March 2022

2. LOOKING OUTWARDS

MISSION PARTNER SUPPORT

All Saints Worcester has a mission support strategy agreed by the PCC in 2014 (and updated in 2016) through which 10% of income is given to mission partner agencies. Mission giving is organised in three-year cycles supporting partners on three levels: Local, National and International. National and International partners are Christian based. Local partners do not have to be Christian organisations.

The Mission Partner Support Group (MSPG) looks after our relationships with our mission partners and promotes our mission partners within the church as well as overseeing the funding cycle of giving to projects and partners. Membership of the Group has held reasonably steady. Starting with Joy Pollock, it has included Andrew Jackman, Nicola Williams, Bev Dickens, Paul Wilcox and Jean George and has now shrunk to just Andrew Jackman and Bryan Mason.

Mission Partners supported in funding cycle 2019-2021

Local Partners

- Chapel House Ministries: Run by Paul and Jane Wilcox the chapel itself has recently been renovated and provides a ministry of mentoring, retreats and a space for church groups to use.
- Street Pastors: This is a group of volunteers from many churches in Worcester who look after people in the night-time economy.
- Hope Ministries, Dines Green: This church planting ministry is run by the team at Hope Church.
- Maggs Day Centre: Although not a Christian outreach it provides a dry, safe, welcoming place for homeless people along with a hot meal and clean, dry clothes. It is situated on Deansway between All Saints and St Helens.

National Partners

- CPAS (Church Pastoral Aid Society): This is an Anglican evangelical mission agency working in England and Ireland with a special vision for Growing Leaders and training young people. It holds the patronage of All Saints.
- Fusion Student ministries: Fusion is passionate about mission to students. It equips students, serves churches and develops student workers.

International Partners

- Jonathan and Carita McCririe : With their family Jonathan and Carita are part of the leadership team at LIV Village. Based in KwaZulu Natal South Africa. LIV village is a holistic, long-term cluster foster care home where orphaned and vulnerable children are placed in a family environment for physical, emotional and spiritual healing.

- Morogoro Church and Community Transformation Project - Tearfund: ASW is one of initially six now seventeen church partners in UK contributing to the “Church and Community Transformation Project” an economic and church development project in the diocese of Morogoro in Tanzania. We do this through Tear Fund and it is the fourth year of the project.

MSPG plans for 2022

Here is our planned distribution for 2022. The full amount available for allocation from the church budget is £22,960. The MSPG has proposals for new mission partners which will be put to the PCC when the new one is set up following the upcoming APCM on 4th April 2022.

Chapel House Ministries	£3,000pa
Hope Ministries Dines Green	£2,500pa
Street Pastors	£1,000pa
Maggs Day Centre	£1,000pa
CPAS	£1,000pa
Fusion	£1,000pa
McCrie family LIV	£3,000pa
Morogoro Transformation Project	£3,000pa

Interested?

Whether you are a member of the PCC or not you can still come and join us on the MSPG (as a co-opted member). It is exciting to hear from our partners how the Holy Spirit is working and how the Lord is blessing them. So if you are interested contact Bryan or Andrew.

Andrew Jackman and Bryan Mason
Mission Partner Support Group

WORCESTER FOODBANK

We continue to serve our community by feeding those in crisis. We continue to see a significant rise in, and record levels of, demand. We continue to benefit from the amazing generosity of Worcester people. People from many different backgrounds, churches, community groups, companies, and charities. Individuals who share our vision to care for those in need in our city.

We continue to hear of the stories people tell us. How they try to make ends meet, how they try to feed their children, and how they appreciate the amazing support of the Worcester community through Foodbank.

We continue to benefit from an amazing team of volunteers, who have helped us stay safe and stay open for yet another year of Pandemic, lockdowns and restrictions.

During the last twelve months we have seen an increase of over 18.5% in demand. Families and children still make up a large proportion with 82% being from families and couples. In the last twelve months we have fed over 11,000 people. That is 11,000 separate occasions on which a person would have gone hungry but for the generosity of our community; God's love and compassion in action!

During 2022 we continue to face the biggest challenges yet;

- The ongoing failure of governments to address poverty on our doorstep,
- The significant increase in food and energy prices on individual households who are already on the edge,
- The need to maintain food donations to match increasing demand for food parcels,
- The need to find new premises for warehouse and distribution of food, and
- The growing need for compassion in our city as the gap between public services and demand continues to increase.

We continue but our aim is to close because we are no longer needed. We seek to eradicate food poverty in our city and around the country by working with the national foodbank charity The Trussell Trust, to influence those in power and authority to make changes at the highest level and ensure a "Living Household Income" for all.

Please pray for this work and for an end to food poverty.

Want more information? You can visit our website www.worcester.foodbank.org.uk or you can come and visit us at Unit 7 Lowesmoor Wharf, WR1 2RS. We encourage you to do this whether a PCC member or not, our volunteers would appreciate this and it would give you a chance to show how much All Saints appreciates the amazing work of those who volunteer at this project.

Grahame Lucas, Manager, Worcester Foodbank

3. COMMUNITY AND GROWING DISCIPLES

GROUPS

Like every ministry area in the life of the church, mid-week Groups have had an incredibly tough two years. Yet, Life Groups and other mid-week groups (Artspace, Men Together, Revive, 5 A-Side) have proven to be invaluable throughout the pandemic, offering care, provision, and a sense of community through a very bleak season. So, I want to say a huge thank you to our group leaders for continuing to serve tirelessly through this time and for group members pressing into their group communities where commitment often requires dedication and sacrifice.

It feels like we are now in a season where our lives are opening up again, and people are feeling more confident about meeting and being involved. Many new people have joined the church and life groups are as ever central to our model of discipleship and pastoral care. I am grateful for the vision and energy within our life groups; the hunger for learning and devotion and for spurring one another on in the faith.

I would encourage every member of All Saints to consider being a part of a Life Group and/or mid-week group and to see our groups as a significant part of our mission and discipleship. I would also want to encourage those who feel they have the capacity and vision to lead a group to prayerfully consider stepping up, as there are gaps to be filled and new groups that need to emerge. Finally, I would encourage us all to be praying for our group leaders who devote so much of their time and energy into their areas of ministry.

Fraser Oates, Curate

FOOTBALL TEAM

At All Saints 5aside this year we're particularly thankful to God for:

- the continued joy of Tuesday-night football, which is always played in a good spirit;
- that we've been able to play week-in, week-out once again, with consistently good numbers: ever since the last lockdown ended in March 2021;
- the provision of a keen group of players aged 18-60 who have found their way to us in many different ways.

Please join us in thanking God for these blessings, and in praying for our current crop of players. And please let me know if you'd like to join the WhatsApp group that we use to sign up from week to week, whether you're interested in playing regularly or just every now and then. Thank you!

Andy Sheppard

REVIVE

Along with Catherine Wightman and Di Levins I am privileged to be part of the leadership for Revive which is the women's group within All Saints.

The past year has been one of growth and encouragement. It began with meetings on Zoom and, since last September, has met in the church building each Wednesday at 10am during term time.

Several ladies joined us for the first time on Zoom and, in an effort to get to know one another, we began to share our life journeys. These testimonies have become highlights of our time together, blessing the person sharing as well as those listening. Other sessions have included series on Christian social action in Worcester, prayer, conversations with Jesus in the Gospels and Women in the Old Testament. We have also had a number of outstanding speakers who have challenged and encouraged us.

As a group of ladies we enjoy our fellowship and friendship together. Beginning each week with coffee and cake as we sit in small table groups and ending our meetings with times of prayer together. All the above being well seasoned with plenty of fun and laughter!

We have had a year to thank God for in so many ways.

Judith Mason

MEN TOGETHER

Men Together is a group of Christian men who are keen to build relationships as they explore the big questions of life. Their purpose is to support one another in the personal, practical and spiritual matters of daily living and to play a part in the wider community. We meet once a month as a whole group and once a month within their hub activity groups.

These hubs provided a lifeline to many during periods of lockdowns enabling support and encouragement to continue despite the restrictions. The programme is varied with a mixture of interesting talks on varied topics ranging from learning about fossils to beekeeping. This enables those involved to invite other men to these which places them in a Christian environment. We also have many socials promote relationships between each other. These include barbecues, a brewery tour (and tasting!) and a guided walk to hunt for fossils in the malvern hills over the coming months.

What do the guys say Men Together has meant to them personally?:

“it is a great opportunity for like-minded men to meet together and be themselves”

“ it enables old friendships to be strengthened and new ones to blossom

“ whenever, whatever, it’s men together, whatever the weather”.

Men Together has grown over the past year and new guys have come part of All Saints.

For many this has enabled them to settle into their new church community quickly.

Our prayer for the future is to see growth in faith, friendship and knowledge as they meet regularly together on a regular basis.

In addition we would like to seize opportunities as and when they present themselves to support and use numerous skills which help both the church and the wider community.

New to All Saints? Why not connect with other guys and develop friends and grow in your faith? Hope to see many of you in the future

Dave Christmas

ARTSPACE

Artspace comprises a group of people who share a common interest in being creative.

More than this...it's about building real community and developing individual self esteem.

It was a year ago, whilst still within the clutches of lockdown restrictions that Artspace was meeting together online.

Isolation meant that we needed to be more creative if the group was to thrive in difficult times. Having already worked on a number of collaborative projects, we decided to explore a personal, visual response to certain key scriptural passages namely : Ezekiel 47:1-12; John 7:37-39 and Revelation 22:1-3.

Several members began using new skills, trying different media / techniques. It was at this point that some of the group expressed a wish to take part in an exhibition of their own work for the first time. Looking back now, this was to prove to be a turning point in the confidence of the group as a whole.



As a direct result of an article in the Church Times we were introduced to the work of the Japanese Artist (and Christian) Makato Fujimura and his book 'Art and Faith...a theology of Making'. Over several weeks we watched a video series which was both thought provoking and at times challenging.

There is an integral relationship between our art and faith as we seek to push back the boundaries and try things outside of our personal comfort zone. Further inspiration came from looking at the work of the artist Jenny Grevatte. This preceded a weekly series of videos and discussion titled 'Great Art explained in fifteen Minutes'. What we learned to appreciate in this was the value of the story and the historical context behind the work.

As part of the 24/10 prayer event in May last year members of Artspace along with other members of All Saints produced a music video called 'Out of the Ashes'. This hour long production is a dynamic work of paintings, photographs, poetry and music and is an extremely useful resource.

Just before our summer recess it was lovely to see the collaborative video compilation drawn from the books of Ezekiel, John and Revelation come to fruition. Despite taking a break for the summer the group met again in August for a Summer Workshop at Bevere Gallery...much to the delight of all concerned.

The online gallery for Artspace continues to grow and develop and has proven to be such a useful resource on several occasions.

At the start of a new term (September 2021) there was quite a buzz about the initial exploratory talks with the management team at the Hive regarding a proposed exhibition in July/August next (this) year. As a group we visited the Worcester Art Gallery to see the Kurt Jackson exhibition titled ... 'China. Clay, Cornwall and Kurt Jackson' which provided a fascinating insight into the impact of the mining industry in Cornwall.

It was in late September that several of the group travelled over the border to the Greenstage Gallery in Hereford to see the H Art exhibition.

In December we heard from Number 8 Gallery in Pershore to say that our submission had been accepted for an exhibition early in 2022. It was a double 'whammy' on the heels of this news to hear from the curation panel at the Hive that our submission for a Summer Exhibition had been accepted...to the great delight of all concerned. This is no mean feat for an amateur group of artists to hold a month long exhibition of work at such a prestigious venue. Comments from the curation panel were particularly complimentary regarding the quality of the work submitted for their consideration.

January 2022 proved to be a very busy month with everyone preparing for the Number 8 exhibition. Whilst for some this involved a steep learning curve, it was for most an opportunity to understand the implications of 'hanging' an exhibition in a gallery space. The evening of the installation meant that we had two hours to hang over fifty pieces of work from thirteen different artists...and thankfully we made it with two minutes to spare.

Paul attended an online symposium held by Worcester University at the Art House on the Arts for Health which proved to be extremely informative. Later in the month, having



been online for quite some time as a result of Covid we moved back into All Saints. It really was such a delight to meet in person again.

Visiting other exhibitions always helps to develop a personal approach to painting. We all enjoyed another visit to Worcester Art Gallery to see the 'Skyscape' exhibition. This was a very interesting compilation of work by artists through the ages looking at the ways in which they capture the sky. The exhibition included paintings, etchings and other media with work by Rembrandt, Constable and many other well known artists.

February saw the installation of the three week exhibition at Number 8 Community Arts in Pershore. This was such a resounding success in so many ways. Comments from the staff team in Pershore not to mention the support from friends and family at All Saints was incredible...such an encouragement to all those involved.



And so as I write this review of Artspace for the last year the group is already underway preparing for the summer exhibition at the Hive. Meeting as we do each Friday from 10.00am -2.00pm at All Saints during term time provides everyone with a fixed point in the week when we can focus on simply enjoying some 'me' time. If you are interested in any aspect of the arts and enjoy meeting new people then you will always receive a warm welcome at Artspace.

Paul Long

Contact : (artspace@allsaintsworcester.co.uk)

ALPHA

Alpha this term has been a highlight for me this term. When we launched in January we weren't sure how many would sign up or if Covid would deter people from coming to an in person course. However, the week off we had to enlist more team members to help us accommodate two small groups. We ended up having 16 guests.

Week by week the groups really jelled. There were a whole mix of people joining us from students to business leaders and all of them were seeking God. Great questions were asked and lots of honest responses shared. A highlight was the Holy Spirit afternoon where 7 guests came and were filled with the Holy Spirit. One of the guests gave their life to Jesus when meeting with a group leader and then came on the weekend and was filled with the Spirit. Another highlight was eating together each week. Gathering round the table to share our weeks meant trust was formed and friendships made!



Jess Fellows, Curate

CHILDREN

Having only been in post as Children's Worker for four months, I am so grateful and thankful to all Adventurers volunteers for all their hard work serving our All Saints Children. It has been great to meet with the team, share my vision, hear their thoughts, and receive amazing support.

Many of you may have read the vision I have put together for Adventurers:

1. For children to have a safe place where they feel they belong and feel loved.
2. To provide a place where children can encounter the love of God, grow spiritually and use their spiritual gifts through worship, prayer, a bible based and spirit led curriculum, community, service and lots of fun!
3. For the children's team to model Christ-likeness and develop their own confident practice. Making church the best experience it can be for parent and child.

Adventurers (age 3-10) have been present for the first 15 minutes or so of the Church gathering, so that they can worship and spend time as part of the wider church family. Then, with parents, they walk over to St Helens for games, teaching, prayer, craft and fun! Adventurers is being well attended and it has been great to welcome old and new faces. A few highlights have been the Christmas Party, Prayer stations - where the youth lead the Children, Pancake Party and the most recent Whole Church Gathering. These have been brilliant events, full of fun, well attended and great feedback has been given.

For the first half term of the spring term, Adventurers followed along with the teaching series "Knowing God". We wanted to help create family conversations over the dinner table, as the same topics were being explored but in different contexts. This was a special time, where the children were able to connect with God either for the first time or in a deeper way. The session on "The Word" was really powerful. At the end of the session, we had a time of quiet and prayer waiting of God. The Children had whiteboards and wrote or drew what they thought God was saying. A few of the Children had the confidence to share what they thought God was saying and shared amazing words or truth, which encouraged not only the children but the leaders too. During the second half of the spring term, we have been focusing on lent, specifically the story "Jesus is tested in the Wilderness" and the easter story. It has been wonderful to see the Children grow in knowledge and understanding.



After Easter I am excited to be re-launching different age groups within Adventurers:

Scramblers 0-3 years

Explorers 3-5 years (Preschool and Reception)

Discovers 5-7 years (Year 1 & 2)

Trailblazers: 7-9 years (Year 3, 4 & 5)

During the Adventures session the Children will break out into their specific groups for discussion or play. We are excited to provide each age group with age-appropriate activities/curriculum and time together.

Recruitment has been a high priority and continues to be. Therefore, it is with great excitement that we welcome back three of our previous volunteers and welcome eight

new volunteers. I am so grateful for these wonderful volunteers who are making it possible to re-launch the Adventurers groups after Easter.

Lastly, I have recently set up an ASW Families Instagram and Facebook group. This has been so helpful for communication with parents.

There are lots of plans in the pipeline, so please continue to pray for our Children's Ministry. Please specifically for the Children to know Jesus or to deepen their faith with Jesus and for recruitment, so that we can serve our children well.

Annabel Wade, Children's Worker

MAINLY MUSIC

With Sarah Worth at the helm, we've served around 50 families online and in-person over the last 12 months. It's great to be back meeting in-person again after two lockdown blocks delivering Mainly Music via zoom. We've moved from St Helen's to using All Saints which has proved itself to be a versatile space.

Sadly, we have had to say goodbye to Sarah as she has increased her work hours. It was a poignant goodbye and a great many families have felt the impact of her leaving. Whilst she is brilliant anyway, I think it's wise to note that many families have been under pressure and struggled to balance work and family during covid 19. Her perseverance, tenacity and determination to meet people in their homes via zoom from the authentic space of her own home has been a real lifeline. Her departure, therefore, has been felt all the more keenly. We welcome Annabel Wade who has taken the lead. Going forward, we think this is a really positive way to 'join up' what happens at Mainly Music as outreach and what happens on Sunday mornings with Adventurers.

During lockdown periods, we kept in touch with families at points throughout the season with cards and small gifts. Now that we are back in person we have enjoyed marking Christmas, Valentine's day and shortly, Mothering Sunday with small tokens of encouragement for parents and carers. Mainly Music has a strong gift-giving culture and also hospitality.

To that end, we are always looking for more people to join our Mainly Music family. The team provides a practical set up but more importantly, we help build confidence in parents and children and love walking alongside our families for the length of their time with us. Our prayer teapot frequently has prayer requests in it.

Joy Pollock, Mainly Music Co-leader

YOUTH

We have been re-building a rhythm of meeting together to build community, learn together and grow in faith.

Our monthly socials have been a great space for the young people to hang-out after a busy week at school, as well as a safe space for them to bring their friends to.

We decided to focus our Sunday morning sessions at school yr 6-9s which has helped provide a more refined way of teaching - this has also meant that relationships amongst the young people are really building and they each seem to be on a personal walk with God.

We have been encouraging the yr10-13s to come along to the 6pm Gathering as well as meeting with them every other week in some smaller-group capacity to chat life and faith. You also may have spotted different young people serving; in the band, on refreshments, in adventures and on sound/tech team - this is a significant part of them being connected in and fully part of the church family.

In January we also started hosting an after-school drop-in for young people every other week. Each time this space has grown in number and the young people seem to be getting more and more comfortable, inviting their friends to join them from school.

Myself and Katie (Youth Pastor at Worcester Baptist) form the chaplaincy team at Worcester Sixth Form College and run a drop-in for students as well as helping to facilitate the CU each week on a Thursday afternoon. We have also just begun a course, run by Youth For Christ, called 'Your Voice', A faith based debating course.

It's been a joy to meet lots of new young people this year and to journey with those who have been part of the All Saints family for a long time. Huge thanks goes to the brilliant youth team for all they do to facilitate all these things.

Jo Oates, Youth Worker

STUDENTS

Our student community has really grown this year. The return to being in person has meant a great community has formed amongst them. There is a mix of Worcester Uni students, Regents theological students and others who are 18-25. Our meeting point is at the 6pm gathering but I have loved seeing them hang out with each other midweek as well. Throughout the year we have done socials and post church drinks. Another highlight for me is getting to disciple these incredible students. Sitting and having coffee with them and sharing life is an absolute joy for me.



This year I have also taken over as Assistant Chaplain at the University. This has been another way to connect with students and I often help at their wellbeing drop-in sessions. Being able to offer a listening ear and support for those students is all part of my chaplain role. I've also began discussions with the student's union for how we could work more collaboratively in the future. Being present on campus, wearing my dog collar has opened lots of conversations with staff and students. I would love your continued prayer within this area for more doors to open and more opportunities to share Jesus there.

4. PRAYER, WORSHIP AND TEACHING

PRAYER

Having established some new rhythms of prayer in 2020, this year the Prayer team have been thrilled to see these foundations being built on. A reminder that our corporate prayer rhythm's are: weekly prayer groups, half termly Hungry gatherings, termly 24/3 prayer weekends. Alongside these, prayer is integral to our Sunday gatherings and weekly life groups. It is always so encouraging to see the consistency and longevity of the All Saints weekly prayer groups! Many of these groups have been praying weekly since the beginning of the pandemic almost 2 years ago - just think of all the prayers that have been answered from all these meetings! Hungry gatherings - which happen every 6 weeks have been key times for the wider church to gather, and we have experienced wonderful times of encountering God's presence, as well as this being a great opportunity to cry out to God for the needs of our community and our world. We are excited that Luke and Hannah Boxall have joined the prayer team to lead out on our 24/3 prayer events which happen three times a year. It's always such an encouragement to see people sign up to pray all through the night on these occasions, and is an indication of our communities commitment to prayer! Over the next year, we will be pressing into the vision for All Saints to become a house of prayer. We will be praying that God will draw our community deeper in the place and priority of prayer. We are constantly looking to extend our creativity and engagement - so if you have ideas or would like to hear more about how you can serve in this area, do let me know!

Many thanks to the wonderful prayer team - Phil Bristow, Kevin and Heather Fooks, Phil Wade, Liz Marshall, Hannah and Luke Boxall

Kath Johnson

WORSHIP

Highlights this year include:

- Continuing our online streaming provision thanks to our hardworking volunteers – it has been great to hear how many people have been watching our gatherings online and then, because of that, felt comfortable enough to visit us in person. With the recruitment of more tech team and training we hope to continue and develop our online offering into 2022/23.
- The weekly encouragement has been how much we as a church family have been seeking the presence of God together. We have heard stories of people engaging with the Holy Spirit in profound ways because of spaces like Hungry, 24/3 prayer

rooms and worship events. As we move forward it should be a priority that we continue to raise the profile of these events within our church community.

- Developing our resourcing commitment by hosting conferences, providing tech support, mentoring and (soon) training workshops for other churches within our diocese has been increasingly exciting for me personally. We look forward to more opportunities this year to resource and help other churches who need support for their worship ministries.
- Behind the scenes tech improvements have been made such as raising the cabling from the floor of All Saints to overhead height, the introduction of a drum booth, the introduction of a sub-bass amplifier, a congregation mic to pick up live sound from within the room whilst we live stream and the purchase of a dedicated keyboard for All Saints. That is simply naming a few amongst many improvements to the services and equipment within All Saints.
- Recruitment is going exceptionally well as we introduced several new members to the All Saints Worship & creative team within the last year including several youth! We hope to continue to build the team as we move into 2022/23. A key objective for us will be recruiting new volunteers from the 6pm gathering as we seek to solidify teams there.
- We have introduced a mid-week rehearsal in order to increase consistency within the ministry, these have been fantastic for building team cohesion and for spending time in prayer for each gathering and each other.
- We have been committed to providing quality music and tech for many life events such as weddings and funerals as well as extraneous conferences and church events. I want to thank volunteers who have given their time during the week, not only on Sunday's, to make these happen.



Phil Wade, Worship Director



GATHERINGS

Launching the 6pm gathering in September has been incredible. We knew that having paused the evening gathering during the pandemic it was time to relaunch something new. The 6pm aim is to be: a space that youth want to be a part of, a home away from home for students and a space where young adults grow in their giftings. The joy of the 6pm is creating space for a more relaxed gathering. We make sure we have lots of snacks and always allow space at the start for people to catch up.



Creating community has been a key part of the 6pm and it's been a joy seeing that grow over the last few months. There's often lots of hilarity at the beginning of the gathering, whether that be a silly game or random question to discuss. We then make space for worship, teaching and ministry. This takes different shapes, from chatting round tables to panels to interviews. The highlight for me is seeing people encounter God each week. We heard testimonies from the Knowing God series of people reading their bibles, praying more and their personal faith growing. We have also seen people have radical encounters and experience freedom in lots of different areas during prayer ministry.



It's a joy seeing different people come each week. Some from different churches who don't have an evening gathering for their young people to join us. For others this is the first church gathering they've been a part of. Seeing the youth commit to coming each week has also been a highlight. We have also seen more students plug in so after church pub trips have made a comeback as well! It's such a privilege to lead this gathering and I am always amazed at what Jesus does each week.