

# All Hallows Church, Leeds

Reports for the Annual Parochial Church Meeting

18 April 2021



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## **PCC (Parochial Church Council) - All Hallows' trustees**

This year the members of the PCC have been: Heston Groenewald (Vicar), Richard Barton, Penny Brown (Safeguarding Officer), Tim Burt (Treasurer), Ruth Heywood, Paul Magnall, Ted Schofield (Deanery Synod Representative), Lydia Groenewald, Nicola Edmonds (role sharing with Laura Edmonds), Adriaan van Klinken, Katherine-Alice Grasham, and Phil Gardner (Deanery Synod Representative). Dee Waite is our PCC Secretary. The PCC met 10 times in 2020, and 3 times since our last (delayed) APCM in November 2020.

The PCC undertakes the governance necessary to ensure our church can flourish. This has included a continued focus on health and safety, regularly updating our risk assessment in line with Government and Church of England covid guidance. At each meeting we receive updates from the various sub-groups (such as finance, Rainbow Junktion, worship, building, HR etc, as detailed in the reports below), and we make strategic decisions to shape All Hallows' life into the future.

Without Churchwardens and a full PCC the burden on Heston (and Lydia) has been considerable. We really need to appoint (at least) 2 Churchwardens to support Heston. There is also 1 vacancy on the PCC which we need to fill. Please consider if you would be willing to serve All Hallows in this way - the more people involved, the lighter the load for each of us, and the more fun we can all have!

## **Electoral roll**

The electoral roll is the official list of the members of All Hallows, as required by the Church of England. You can join if you meet certain criteria, and if you are on the electoral roll you are entitled to vote at the APCM. After a revision of the electoral roll in 2021 there have been no changes, with 84 people remaining on the roll.

Alongside the officially registered members we know many others call All Hallows their home church. Our worshipping community remains roughly 120, including those aged 0-90. (Nicola Edmonds)

## **Finance**

In the Annual Report and Accounts you will find the Financial Review for 2020. Here is a brief update of All Hallows' financial position at the end of March 2021 - which continues to be strong.

### **General (unrestricted) fund**

We are in a very different position to many churches at this time. Unlike those who rely on cash donations during services, most of our giving is by monthly donations directly to All Hallows' bank account. Thanks to the generosity of so many of you, these regular donations have continued without interruption despite the pandemic, and we've even had new people start giving. Currently 45 households donate a total of £2,600 per month, with donations

ranging from £5 to £200 per month, most of which also generate an extra 25% in Gift Aid. These donations are so valuable as we seek to serve our community through our building and our activities. We currently have reduced income from room hire, however our wonderful Rainbow Junktion is still contributing to All Hallows' running costs.

We are forecasting a surplus again in 2021 which will be extremely valuable, as we need to do major work to ensure that our building is water-tight and can continue to serve our neighbourhood. The next stage of the building project is to replace our roof, the cost of which is expected to be around £300,000. As well as submitting funding applications to Leeds City Council and Trusts etc, we will have to contribute a large proportion of our own funds to this work, probably around £170,000. After the roof has been completed we will also replace the windows in the church space with double-glazed safety glass and create accessible access to the back garden.

### **Other (restricted) funds**

Our Asylum Seekers and Hardship funds help to support those who are most in need. A few people donate regularly or give one-off donations. There are guidelines for approving expenditure from both of these funds. We also have an Under1Roof fund for donations ring-fenced for caring for our building.

### **Rainbow Junktion (restricted) fund**

Rainbow Junktion continues to be supported by many, many individuals and local partners and as such is in a strong financial position. 37 people give regularly to Rainbow Junktion each month, with donations totalling approximately £1,000 per month. Along with many one-off gifts and grants, these donations have ensured our cafe's ability to adapt and have increased its financial security so that it can continue its vital work through 2021 and into the years ahead.

All financial donations (one-off or regular) are very gratefully received, and are put to good use! Please consider increasing your donation if you are able. And if you'd like to start donating please email Tim and Jeet (our brilliant treasurers!): [treasurer@allhallowsleeds.org](mailto:treasurer@allhallowsleeds.org) specifying which fund you'd like to donate to and they will provide you with a donation and Gift Aid form. Alternatively you can find giving details on our web-site: <https://allhallowsleeds.org/about/giving-to-all-hallows/>.

Thank you to each and every one of you for everything you give to the life of All Hallows – whether financial or otherwise! (Lydia Groenewald, assistant to Tim and Jeet)

### **Building group**

The main use of our church building in 2020 and onwards has been to live-stream worship, and for Rainbow Junktion to continue their vital work providing meals, food and other items for our neighbours who needed them.

However, the need to maintain our building continues. Our main focus has been to progress the roof project which, as you know, is vital to ensure our building becomes water-tight,

insulated, and fit for the future. We now have all the legalities in place (architect's plans, planning permission, Church of England faculty) to replace the whole roof's concrete tiles with zinc, a more environmentally friendly and sustainable alternative. It will cost us approximately £300,000 - so now we just need the funds (see Fundraising...)!

A huge thank you to everyone who helps to keep the building running whether by joining in work mornings, cleaning, repairing, maintaining, supplying, gardening, binning, locking, unlocking, booking, washing, sweeping, meeting, deciding, donating, praying, inviting, hosting - there are so many of you – thank you again!

## **Worship planning group**

Like everyone, the Worship planning group has had rather a different year! The move to online worship has created both opportunities and challenges. There's been the positive chance to hear different voices, whether during Wednesday Worship or in video contributions for the Sunday service. It's also been great to reach more people, including many who don't live in Leeds.

We've continued to plan services in roughly 6 to 8 week blocks, either based around a theme for the series or simply the set bible readings for the day. We added to the challenge of lockdown by deciding to tackle "Tricky Texts" - wrestling together with some of the more difficult to understand parts of the bible! Then over the summer we worked through the book of Acts, whilst in January we explored "God with us". Thank you to everyone who's preached, played music, led prayers and contributed in many other ways.

Working out how to navigate the practicalities of worship during the pandemic has needed a lot of discussion. Within the All Hallows community there are inevitably a range of views, which it's not easy to balance. And as we cautiously emerge from lockdown we're starting to look at how we can safely worship together in the future, whilst still maintaining the inclusive benefits of online worship for those who aren't physically in church. Those discussions will no doubt continue over the next few months, and we hope that we'll be able to build on the positives of online worship - something that was unexpected but has become so much part of our church life.

It'd be great to welcome new faces to the Worship planning group. We meet monthly for just over an hour (currently by Zoom) and anyone is welcome to join the group - it doesn't matter how long you've been at All Hallows or which style of worship you prefer! We're suggesting a "term" of three years - not so that you commit absolutely to staying for that long (things change, and that's fine!) but just to make sure that everyone can step back and recharge at an agreed point, which in turn creates space for new voices. Please do have a word with Heston or with Toby if you might be interested. (Toby Parsons)

## **Pastoral group**

The pastoral group is tasked by the PCC to coordinate our church's pastoral support for one another. Over the past year keeping pastoral contact has been even more vital, but often hard. Not being able to meet physically for much of the time has meant we have had to find

new ways to communicate. However the Rainbow groups have remained a cornerstone of how we try to ensure everyone at All Hallows is included and cared for.

We encourage everyone to be a part of a Rainbow group. These eight groups are loosely geographical, and simply undertake to pray and care for one another. This past year both Red and Orange groups have grown larger in number, and Red group has now multiplied into two new groups: Ruby and Crimson. Orange group is currently also discussing multiplying into two groups. If you are not yet in a Rainbow group and would like to be then please contact me on [groovelands@hotmail.com](mailto:groovelands@hotmail.com).

The group also discusses issues relating to children and young people and also this past year we have discussed ways of ensuring people who are struggling financially within the church can be supported.

Over the next few months we will continue to pray and take action to nurture each other emotionally, practically, socially and spiritually. If you would like to be a part of this please speak with me. If you are not yet part of a Rainbow group and would like to join one please let me know. (Andrea Hill)

## **Kids Church and Young People**

Since March 2021, Kids Church has started to meet every Sun morning (10am) on Zoom, with a small group of children. Activities have included 'Show and tell', Lego Palm Sunday creations and Fairtrade chocolate challenges!

Youth group has met intermittently over Zoom too. Teenage experiment prayer diaries were sent to the young people as Christmas gifts.

We organised a lovely Easter Egg hunt in Burley park on Easter Sunday 2021 which was well attended and lots of fun. We are currently thinking about the best ways forward in this next period as lockdown is easing. (Hannah Langdana)

## **Small groups**

Small groups consist of church members who meet during the week to journey together in faith and share the joys and challenges of life. There are several groups, each having a slightly different flavour shaped by those involved, but all include discussion about faith and prayer. Throughout most of 2020 and early 2021 all groups moved their meetings to Zoom.

Two groups, meeting on Tuesday and Wednesday evenings respectively, meet weekly. They both follow a pattern of sharing a simple meal together (often a baked potato), talking about faith, and praying together. In their conversations the Tuesday group usually focuses on studying a spiritual topic. The Wednesday group focuses on reading and discussing books together. For instance, they talked about Desmond Tutu's book "In God's Hands", and "Searching for Sunday: Loving, Leaving, and Finding the Church" by Rachel Held-Evans. During the period of Lent 2021, the Tuesday and Wednesday evening groups participated in the Living in Love and Faith course (see below).

There is also a Thursday discussion group, and there is a bible study group. One other bible study group was discontinued in the past year, as several of its members moved to other places. If you'd like to join a small group please get in contact with one of us or talk to Heston. (Anna Bland, Penny Brown, Tim Burt, Phil Gardner, Jenny Murphy)

## **Inclusive Church group**

Our main focus recently has been running the Living in Love and Faith (LLF) course along with our team churches St Chad's and St Michael's. The course has gone really well and relationships between the churches have been very positive. The next steps with this are to spend some time gathering feedback to send back to the national LLF course.

We have also just formed a working group to complete the national disability Access Audit (called A Place to Belong). The work around this will enable us to find the areas that need the most improvement to make All Hallows as welcoming and accessible as possible for disabled people as we start to return to in-person worship. The preliminary group is Katherine-Alice Grasham, Penny Brown, and Nicola Edmonds, however we would be glad of input from others. (Katherine-Alice Grasham)

## **Asylum support group**

The Asylum support group is formed to support asylum seekers and refugees who approach All Hallows Church for help. We meet every 6 weeks on Zoom under Covid restrictions but otherwise at one another's houses. Usually, individual members will give general feedback about the situation of asylum seekers and refugees that they are supporting, obviously keeping sensitive matters confidential. Based on this feedback we discuss if anything more can be done to improve that person's wellbeing and safety, for example, financial support, meetups/phone calls and referrals. Responsibilities are taken voluntarily, and updates are given in the following meetings. At least three members should be informed and must approve any financial support to the asylum seekers and refugees from our church's Asylum Seekers Fund. Financial support and one to one support vary from person to person depending on their situation and needs. So far £10 per week is approved to those who do not receive any external financial support. People who host homeless asylum seekers are given some financial support for guest's food and bills and sometimes travel expenses are provided based on the situation and distance.

Recent developments:

- A Boundaries document has been developed and approved by the members for hosts and guests safety and privacy.
- Meetings with some service users are taking place at Rainbow Junction due to the present social restrictions.
- Three new enthusiastic members have joined. (Sarah Fishwick)

## **Human Resources group**

The Human Resources group consists of five people who ensure that our four part-time employees are supported by appropriate governance, policies, documentation and

organisational structure. We also ensure that supervision is in place for all our employees so they feel valued and can continue to do their amazing work. This group only formed in summer 2020 but already is deep into contracts, pay and holiday calculations. We hope that by this summer more of these arrangements are in place and the work of the HR group may become easier (we can only hope!). We would welcome help from anyone interested, especially those with a background in HR. (Richard Barton)

## Fundraising group

The Fundraising group has continued to work on big grant applications to meet the shortfall of £120,000 needed for our new roof. These include the Liz and Terry Bramall Trust, Leeds Church Extension Society (stop press- £6,000 just awarded!), All Churches Trust, National Churches Trust, Garfield Weston Trust and the Screwfix Foundation. Many thanks to those involved, new members gratefully welcomed! (Jackie Friend and Richard Barton)

## Safeguarding

### 1. The good news

- No safeguarding incidents since the last APCM. Hurrah!
- People are continuing to keep their safeguarding paperwork, training and DBS checks completed and up to date (all details are kept confidentially).



Action – As ever I will be keeping a close eye on the dates when people need to update any of the above information and remind them accordingly. However, please notify me if you have received an updated DBS so that I don't need to hassle you!

### 2. Recent reports on Safeguarding related to the Church of England

(N.B. I won't go into any detail because I reported on these reports for the last APCM but there's a couple of important points for people to be aware of.

- The Church of England Safeguarding Past Cases Review 2019 (PCR2) The original intention was to have this completed by the end of 2020 but delays due to Covid-19 suggest that it is likely to now be completed by year ending 2021.

**N.B.** Any individuals who wish to make representations to the PRC2 process or who need to come forward with information or make any disclosures regarding church related abuse call: 0113 3530257 or email: [safeguarding@leeds.anglican.org](mailto:safeguarding@leeds.anglican.org). If you would like support to do this please approach someone you trust to help you with this or please don't hesitate to contact me in confidence.

- Safeguarding in the Church of England and Church in Wales – Investigation Report -02.10.2020 (this is part of the National Independent Inquiry in Child Sexual Abuse focussing on institutions)

**N.B.** One of the really good recommendations from the above report was to have a safe and confidential place for survivors of church related abuse to receive support (whether or not an incident of abuse has been reported to any of the authorities e.g. police or social services). It was launched in September 2020 and is called 'Safe Spaces'. It is run by Victim Support with specialist trained staff. It is funded by the Church of England, Church in Wales and the Catholic Church in Wales. Safe Spaces can be contacted free on 0300 3031056, or via their website [safespaces@victimsupport.org.uk](mailto:safespaces@victimsupport.org.uk). There is a webchat available on their website too.

### 3. Developments

- Safeguarding dashboard – This is a new tool that as Safeguarding Officer I can use to rate All Hallows' safeguarding standards against Church of England expectations. The dashboard has 3 levels and I will continue to work All Hallows' way through these levels as we improve our safeguarding credentials further.
- Safeguarding and Rainbow Junktion – Emily and I have agreed that I will start attending meetings with the cafe volunteers, to support them as they deal with any safeguarding matters arising in the cafe.

Finally, it has yet again been an honour to be your Safeguarding Officer since the last APCM. I am more than happy to continue for another year if you'll have me. However, I'm not averse to having a rest so if anyone is interested in this area of service to your church, please contact me and maybe you could do some shadowing before I hand over to you. (Penny Brown, Safeguarding Officer)

## Headingley Team

All Hallows has continued to develop links with St Chad's and St Michael's in Headingley. This has been reflected too with the Diocese of Leeds progressing (albeit slowly) formal arrangements. The normal sharing of clergy paused as Sunday worship moved online, but the pandemic provided new ways to work together. This has included encouraging individual's faith journeys through:

- Developing a 'thought for the day' reflection shared each weekday by email, Facebook and church websites. A team of 20+ lay and ordained contributors from all three churches crafted thoughts using text, audio, video and images often following the lectionary. The virtual team gathered for a social in August and gained feedback from readers through an online survey.
- Running midweek courses across the three churches using Zoom. Firstly, the Pilgrim course and more recently, "Living in Love and Faith" spearheaded by Katherine-Alice Grasham and Phil Gardner. Both courses have been well supported by existing All Hallows' small groups.
- In addition, there have been opportunities to share through the Headingley Team newsletter, a ministry team social (on Zoom) and social media as well as clergy meeting together. It will be lovely to share worship and fun together in person God willing someday soon. (Janet Lindley)

## Deanery Synod

Meetings of the Deanery Synod have continued by Zoom through the lockdowns, chaired by Joanna Seabourne.

These have been a productive way of meeting people from other churches, sharing news of progress and a source of ideas and discussion on subjects such as Health and Wellbeing, with a session led by Gillian Storie; Environmental Issues with input from the deanery Environment Champion, Anita Shaw, and the church's Disability Strategy.

We also discussed a big proposed change to the deanery system; this will involve either all 4 deaneries becoming one, or resizing (and possibly increasing to 5) so that they are of a similar size. (Ted Schofield and Phil Gardner)

## Rainbow Junktion

At the one year anniversary of the beginning of the pandemic it is time to reflect on everything we have done and achieved under some very difficult circumstances. It has been a busy year!

Since 16 March 2020 we have operated as a takeaway service only. Over the weeks we have added an extensive pay-as-you-feel shop with groceries and other essential items available, deliveries to those unable to reach us and a signposting service for other issues our customers face.



All of our services are non-referral and non-judgemental and certainly immensely needed in our community. Below are some figures and more detail about everything we are doing. It is absolutely heart-breaking to see the levels of need in our community but we are proud of what we have achieved for our customers in this last year and the ways in which we have been flexible.

We are incredibly grateful to everyone in the All Hallows congregation for so much continued and endless support and love.

### Takeaway food

Total 'plates' of food sent out per month:

2020: April 1,861; May 2,834; June 3,283; July 3,017; August 2,321; September 1,722; October 1,622; November 2,093; December 2,089; 2021: January 3,750; February 1,787; March 2,172.

### Food parcels

Total food parcels delivered per month:

2020: May 492; June 682; July 708; August 578; September 226; October 397 (322 dry + 75 fresh); November 727 (410 dry + 317 fresh); December 703 (398 dry + 305 fresh); 2021: January 774 (452 dry + 322 fresh); February 634 (310 dry + 324 fresh); March 718 (367 dry + 351 fresh).

## **People attending the cafe**

We started taking a clicker count of people each day, these are monthly totals:

2020: October 668; November 896; December 780; 2021: January 693; February 733; March 814.

## **Volunteers**

Our volunteers are the best! Honestly I feel emotional even thinking about everything they have done for us this year. We are incredibly lucky to have so many talented, caring, hard working, wonderful humans in our team. Nothing would be possible without them and this year especially they have come up with many amazing ideas and supported the customers, each other and the management team in a myriad of ways. The volunteer team is made up of a wide range of people including students, local residents and some members of All Hallows.

A small group of volunteers have set up a peer support group open to all volunteers, and plans for socials and team building are also in the works. The new 'Rainbow Stars' board in the church by the piano celebrates acts of kindness (big and small) by volunteers - take a look when you need a smile.

## **Signposting team/other services**

We have also more recently added a signposting service because of the number of customers facing wide-ranging problems including homelessness, substance/alcohol dependency, mental health crisis, benefits problems, immigration issues and general help with accessing services. We have seen a sharp rise in many of these issues over the year, the pandemic has exacerbated issues people were already facing. Many of our customers do not have phones/electricity to charge their phone/phone credit/do not have a high level of spoken English/do not have the emotional capacity to battle for the support they are entitled to.

The role has expanded quickly as the more we build trust with our customers the more they open up about various problems they are facing. It has been incredibly hard to see the lack of support available for the most vulnerable people in our city. But thanks to our incredible and compassionate volunteers we have made some real changes for people, helping them access emergency housing, rehab, mental health services, debt advice and much more. For many people during lockdown their time queueing for food and talking with our volunteers has been their only social interaction and we have built great relationships with many of the regulars. Whilst we never expect people to be grateful for what little help we are able to offer we are inundated with thanks, kind words and gestures. Customers tell us that the way we treat them equally, with kindness and with dignity has made a big impact on their self-esteem. We are giving out more than food, we are letting people know that they are loved and cared for no matter who they are or what choices they have made in life.

## **New(ish) assistant manager**

Wren has now settled into their role as assistant manager of the cafe. They have been absolutely brilliant, an excellent addition to our management team and we are very grateful

to have them. Wren runs the Friday cafe so do say hello if you are around on a Friday and their email is now [wren@rainbowjunktion.org.uk](mailto:wren@rainbowjunktion.org.uk).

### Partnerships

Over the last year we have worked in very close partnership with Hyde Park Source, Oblong and Woodhouse Mutual Aid to be a council food hub for both the “Woodhouse and Little London” and “Headingley and Hyde Park” wards of the city. We are incredibly grateful for their support in organising deliveries, procuring stock and generally keeping our spirits up. We hope to continue these partnerships for as long as they are needed.

We have also been working closely with the Hamara Centre in Beeston and our local Councillors to procure food and donations.

Lastly Ebor Gardens now has a regular Money Buddy advisor at the church on Tuesday afternoons. This service has been invaluable to the signposting team, and has really benefited many of our customers.

### Future plans

- As covid restrictions lift we are looking forward to resuming being a community cafe. This will likely mean reducing our food bank service to balance the needs of the community and our capacity.
- We will continue to provide signposting support for vulnerable customers, so we are working with Penny Brown (All Hallows’ Safeguarding Officer) and various organisations to ensure this is sustainable into the future.
- We miss having people in the building but will not bring people inside until we are fully satisfied it is safe to do so. We are currently working on a plan for storage of the food bank items and reopening the cafe as a sit-in lunch venue. Watch this space!
- We also really miss hosting events, bistros, outside catering, workshops and all the other brilliant things that went on in the space before covid. We are in talks with collaborators for fun evening events that we hope will go ahead in late summer/autumn, again TBC.

(Emily Carrigan)