

“We believe in inclusive church – a church which celebrates and affirms every person and does not discriminate. We will continue to challenge the church where it continues to discriminate against people on grounds of disability, economic power, ethnicity, gender, gender identity, learning disability, mental health, neurodiversity, or sexuality.

We believe in a Church which welcomes and serves all people in the name of Jesus Christ; which is scripturally faithful; which seeks to proclaim the Gospel afresh for each generation; and which, in the power of the Holy Spirit, allows all people to grasp how wide and long and high and deep is the love of Jesus Christ.”

- Operate a zero tolerance approach to incidents (whether alleged or proven) which harm the personal safety, dignity and worth of the Vicar or any other minister, lay or ordained.
- Ensure that health and safety policy, procedures and risk assessments are in place and that these are reviewed annually.
- Review the implementation of the Safeguarding Policy, Procedures and Practices at least annually.
- Each person who works within this church community will agree to abide by this Policy and the guidelines established by this church.



All Saints' Church AGM

Agenda and Reports

for the period January to December 2023

All Saints' Church

Tuesday 14 May 2024 from 7pm

(You are also invited to a short service of Evening Prayer in the Lady Chapel at 6.40pm)

Come in-person or see page 2 for online joining instructions

Annual Vestry Meeting
TUESDAY 14 May, 2024
in Church at 7pm

AGENDA

1. Welcome and Aspirations Prayer

God of mission, we commit this time to pray for All Saints' Aspirations. Thank you for the centuries of mission and ministry in this place. Thank you for the congregation, and for the parish as it is now. As we work on our five year plan, raise us to aspire to that quality of love which comes from you alone; made mind, heart, flesh and blood in the body of Jesus Christ. May we be one in Jesus, bringing joy. Amen.

2. Appointment of Clerk

3. Apologies for absence

4. Minutes of last meeting held on 22nd March, 2023 (p. 3)

5. Election of Church Warden

6. Closing Prayer

**Joining us online
via Zoom? It's easy!**

Scan or click on this QR code to go straight to the meeting from 6.45pm. Passcode: 834375



Annual Church Meeting
TUESDAY 14 MAY, 2024
in Church at 7.10pm

AGENDA

1. Welcome and Apologies for absence

2. Minutes of the Annual Church Meeting held 22nd March 2023 and Terms of Office summary (p. 4-6)

3. Matters Arising

4. Reports & Info. followed by any questions:

- Churchwardens Reports (p. 7-10)
- Health & Safety; Environment (p. 11-12)
- Treasurer (p. 13-14)
- Electoral Roll (p. 15)
- Organist(s) (p. 15)
- Deanery Synod Rep. (p. 15-16)
- Meadow View (p. 16)
- Online Hosts (p. 16-17)
- LLM and Trainee LLM (p. 17-18)
- Vicar's Report (p. 19-22)
- Prayers of Love & Faith Resolution (p. 23)
- Church Hall (p. 24)
- Bell Ringing (p. 25)
- Parish Administrator (p. 25-25)
- Baptism Coordinator (p. 26)
- Parish Safeguarding Coordinator inc. Snuggle Box and Parish Safeguarding policy (p. 26-28)

5. Election of PCC member, with signing of The Nolan Principles 'standards in public life' declaration by PCC members present.

6. Affirmation of 2023 PLF Resolution 2024 Inclusive Church membership, and 2024 Parish Safeguarding Policy

7. Confirmation of date of first PCC meeting (proposed for 6.45pm on Tues. 21 May 2024)

8. Date of 2025 APCM (covering 2024)

9. Closing Blessing

to the elderly . We were also able to give warm clothing to some homeless gentlemen .

Due to difficult personal circumstances this winter Beryl and her husband Nigel have ran the Snuggle Box with me and made it a success.

Over the summer our plan is to buy storage and organise donations in preparation for next winter . (Snuggle box has closed for the summer but we will respond to emergencies and those needing help).

PROPOSED 2024-2025 PARISH SAFEGUARDING POLICY
presented by Sandra Miller, Parish Safeguarding Officer

In accordance with the Church of England Safeguarding Policy our church is committed to:

Promoting a safer environment and culture.

- Safely recruiting and supporting all those with any responsibility related to children, young people and vulnerable adults within the church.
- Responding promptly to every safeguarding concern or allegation.
- Caring pastorally for victims/survivors of abuse and other affected persons.
- Caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons.
- Responding to those that may pose a present risk to others.

The Parish will:

- Create a safe and caring place for all.
- Have a named Parish Safeguarding Officer (PSO) to work with the incumbent and the PCC to implement policy and procedures.
- Safely recruit, train and support all those with any responsibility for children, young people and adults to have the confidence and skills to recognise and respond to abuse.
- Ensure that there is appropriate insurance cover for all activities involving children and adults undertaken in the name of the parish.
- Display in church premises and on the Parish website the details of who to contact if there are safeguarding concerns or support needs.
- Listen to and take seriously all those who disclose abuse.
- Take steps to protect children and adults when a safeguarding concern of any kind arises, following House of Bishops guidance, including notifying the Diocesan Safeguarding Adviser (DSA) and statutory agencies immediately.
- Offer support to victims/survivors of abuse regardless of the type of abuse, when or where it occurred.
- Care for and monitor any member of the church community who may pose a risk to children and adults whilst maintaining appropriate confidentiality and the safety of all parties.
- Operate in accordance with the Inclusive Church Statement that (PTO),

emails/letters, applications for appropriate things (i.e. Breastfeeding Friendly Spaces), follow up on any duties identified from team meetings, update Facebook/A Church Near you/Google pages, write the monthly H and B Today article, etc. This is all through direction and discussion with Nicky and the rest of the church team.

I attend church team meetings and have been taking some of the meeting notes. I am also able to lend my creativity to most events (making stickers to promote ASC at Pride, Face painting at Children’s events, etc.). Also since 2020 I have been one of the team of Online Hosts for Facebook Live streamed events.

BAPTISM COORDINATOR REPORT

prepared by Stella Hardy

We held 20 baptisms during the year 2022 [over a period of 11 months; no bookings taken during December]; this number increased considerably during 2023 with 26 baptisms taking place [+ 1 Thanksgiving Service] over a period of 8 months. Reverend Nicky Skipworth was on Sabbatical during the months of May, June and July; no bookings taken during December.

We continue to receive very positive feedback from families, and whilst acknowledging the importance, respect and spiritual meaning of Holy Baptism, families have voiced how enjoyable they have found the services.

We also continue to look at ways in which we can improve our procedures when we receive bookings and also prepare families for baptism and we have made one or two amendments to procedures as a result - we now ask parents/guardians to attend Sunday worship to discuss the baptism applications and to attend a mini rehearsal a few weeks prior to their baptism service. Hopefully this will offer parishioners the opportunity to engage with our Church and provide greater insight into our goals/aspirations and achievements.

PARISH SAFEGUARDING COORDINATOR (INC. SNUGGLE BOX)

prepared by Sandra Miller

For the second consecutive winter as part of our safeguarding programme we have organised and run the Snuggle Box. It was started in response to the heavy rise in energy prices (initially September 2022) to help those who needed help to keep warm .

We asked for donations of warm items of clothing, dressing gowns, duvets, blankets, throws, thermals , fluffy socks and hot water bottles etc new or good second hand . The response was fantastic . In addition to individual donations Tickhill lions have made several large money donations and Bawtry Dental Practice donated two huge cartons of thermal wear of all sizes gloves, socks, vests etc.

Those in need qualify by ringing our safeguarding number and boxes are delivered quickly and free. We have helped a vast range of families including members ranging from toddlers

ALL SAINTS CHURCH serving Harworth & Bircotes, Styrrup & Hesley
Meeting of Parishioners
held on Tuesday 22nd March, 2023 in Church

Present : Rev’d Nicky Skipworth (Chair), Beryl Ord, Nigel Ord, Gillian Wratten, Marie Edwards, David Luton-Brown, Ron Luton-Brown, Victor Moore, Les Batty, Ann Wilson (Secretary)

Apologies: David Edwards, Sandra Miller, Marjory Hay, Martin Skipworth, Harrison Ord, Scott Wilson

1 Welcome and Lord’s Prayer	Nicky welcomed everyone to the meeting. The Lord’s Prayer was said.	Action
2 Appointment of Clerk	Proposed by David, seconded by Ron that Ann Wilson is appointed as Clerk. All agreed. Ann was happy to accept the clerk role at the meeting.	
3 Apologies for absence	As above	
4 Minutes of the last Meeting	The minutes of the last meeting of the Parishioners’ held on 15 th March, 2022, proposed by Beryl Ord, seconded Gillian Wratten be accepted as a true record. Those present, were all in agreement. Minutes signed as a true record.	
5. Election of Church Warden	Vacancy for one Church Warden Election of Church Warden One nomination received from Marie Edwards no voting required. Proposed by Ann Wilson, seconded Scott Wilson, for the election to the office of Church Warden. Marie was thereby nominated to serve as Church Warden for the period of three years.	
6. Closing Prayer	There being no further business, the meeting was closed with the Grace at 7.10pm	
	Signed	Dated



ALL SAINTS CHURCH, serving Harworth & Bircotes, Styrrup & Hesley
Annual Church Meeting held on Tuesday 22nd March 2023 at 7.10 in the Church

Present : Rev'd Nicky Skipworth (Chair), Beryl Ord, Nigel Ord, Gillian Wratten, Marie Edwards, David Luton-Brown, Ron Luton-Brown, Victor Moore, Les Batty, Ann Wilson (Secretary)

Apologies: David Edwards, Sandra Miller, Marjory Hay, Martin Skipworth, Harrison Ord, Scott Wilson



1 Welcome & Apologies for absence	Apologies were noted from the meeting of the Parishioners'.	Action
2 Minutes of the Annual Church Meeting held 15 th March 2022	All attendees were given time to read the minutes from last year. Beryl Ord proposed the minutes be accepted as a true record, seconded by Nigel Ord. Signed and dated by the Chair. Nicky thanked everyone for their comprehensive reports.	
3 Matters Arising	No matters arising.	
4. Reports 4.1.	<p>The reports were prepared before the meeting, documented in the information pack and available for everyone to read prior to the meeting. In depth reports had been received and it was noted the immense amount of work carried out to produce the reports, all were thanked for their input.</p> <p>All reports are held on file and were received from: Church Wardens prepared by Beryl Ord Junior Church Warden, prepared by Harrison Ord PCC Secretary, prepared by Ann Wilson Treasurer Report, prepared by Beryl Ord Electoral Roll, prepared by Ann Wilson Deanery Synod Report, prepared by Marie Edwards Lay Ministry Report prepared by LLM Gillian Wratten and LLM-in-training Martin Skipworth Vicar's Report, prepared by The Rev'd Nicky Skipworth Church Hall Report, prepared by Nigel Ord Social and Fund Raising – no report, as no team to oversee this activity, Auntie Sheila's Children's Club, prepared by Sandra Miller Bell Ringing – no report made available Church Communications, prepared by Gayle Hajipanayi Meadow View Sing-a-long prepared by Ann Wilson & Pauline Archer Parish Safeguarding Coordinator (including Snuggle Box, prepared by Sandra Miller.</p> <p>It was agreed to adopt the reports and if any further questions or clarifications required to contact the Secretary or the Chair</p>	
5.	<p>ELECTIONS Election PCC member x 2 vacancies to serve one year Two nominations received. No voting required. Scott Wilson. Proposed Ann Wilson, seconded Marie Edwards Scott was duly elected to the PCC to serve a period of one year.</p>	

BELL RINGING REPORT

prepared by Roger Smith, Tower Captain

Bellringing is not an easy skill to acquire; it not only requires physical and manual dexterity born of good coordination but also the willingness to rise to the challenge of mastering a set of unnatural movements. As previous groups of learners have proven the need to want to master the unusual movement is paramount. It is a skill which is better suited to youngsters rather than oldsters, when it comes to the speed of acquisition of the necessary rhythm and sense of safety required.

The success rate for new learners over the years has meant the art is dying in North Notts and only one or two ringers in the North of the county had made it through to the rewarding phase of ringing changes. Ringing for weddings is dependent of the willingness of ringers from South Yorkshire and the more elderly in North Notts coming from their home towers to help us, for a fee.
 One-time bellringers living in Harworth are usually the first to complain that they haven't heard the bells lately and the last to step forward to support their local tower.

Whilst yours truly can maintain and keep the bells ringable, with a little help from family, I am not in a position to start teaching another band which would be doomed to fail again. Bear in mind I have been on the scene doing it single handedly for much of the time since Tony Luckuck was vicar here in 1982. I took over the tower in 1964 as a 17year old when the then steeple keeper and tower captain, Steve Barton left to go university. Thankfully, Warren Rose stuck at it and can claim to be one of my bell ringing successes.

It should be born in mind that when we ring for weddings the ringers are there often longer than they want to be, photographers rule the show! From now on we will always be dependent on ringers from other towers coming to ring for weddings.

From time to time the Doncaster and District Society of Change ringers will come here to hold their monthly meeting as will the Southwell and Nottingham, North Notts ringers. Visiting Peal ringers will also come to ring peals, so the whilst the bells are ringable they should not be completely silent. I will carry on being the bell maintenance man in the immediate future if my wellness persists.

PARISH ADMINISTRATOR REPORT

prepared by Gayle Hajipanayi

Since September 2023, following Nicky's sabbatical, my voluntary role has expanded to creating an 'All Saints' Office' – Monday – Friday (9.30am-2.30pm - term time only) I answer the Church office phone number (which we have used as the main point of contact for the church) and answer online enquiries via email, Facebook or text. (Office tel: 07907 022858)

On Wednesdays 11.30am – 2.30pm I complete administrative tasks such as: Complete the All Saints' Herald newsletter, update the website (www.allsaintshbsh.co.uk), complete tasks for seasonal events, create posters/promotional materials for upcoming events, write

- Andrea continues with Irish dancing on Tue/Wed evenings.
- Miss Helen has used the hall for dance exams and practices.
- Birthdays have been held 3 times during the years.
- Lille Rose staff meetings have been held 5 times during the year.
- One funeral wake was held.
- Three Blue Monday events were held.
- One Baptism party was held.
- Aunty Sheila's were held fortnightly until the end of July.
- Valuations for antiques was held 3 times.
- Puppy training was held for 6 weeks.
- Voting for elections on May 4th (this is now an official polling station)
- Christmas day and New Years eve family parties were held.
- Snuggle box was well utilised during this reporting period, this was also the distribution point for the food parcels at Christmas which were distributed to families in Harworth/Bircotes. This was well received by all recipients. A huge thank you the Sandra and Beryl for their help.

Church website:
www.allsaintshbsh.co.uk

5. Elections	<p>Marjory Hay. Proposed Ann Wilson, seconded Gillian Wratten. Marjory was duly elected to the PCC to serve a period of one year.</p> <p>Treasurer – Proposed by Nigel Ord, seconded Ron Luton-Brown that Beryl Ord be elected Treasurer. All in agreement. Beryl was happy to continue as Treasurer</p> <p>Junior Warden – Harrison Ord accepted to undertake this role.</p> <p>Secretary proposed by Ann Wilson, seconded Gillian Wratten that David Luton-Brown be elected as Secretary. All in agreement. Accepted by David.</p> <p>Health & safety Officer following Jenny Bate's resignation, Ann Wilson accepted to undertake this role. All in agreement.</p> <p>Nomination for Deanery Synod Representative x 2 vacancies Two nominations received no voting required</p> <p>Proposed by Ann Wilson, seconded Gillian Wratten that Ron Luton-Brown elected as representative for a period of 3 years. Proposed by Martin Skipworth, seconded Janet Flynn that Marie Edwards elected as representative for period of 3 years.</p> <p>Next Deanery Synod meeting to take place in July</p>	
6.	<p>Safeguarding Policy The proposed 2023 updated Parish Safeguarding was read by Nicky The Safeguarding policy was based on model based version 1 from the Diocese which is committed to "Promote a safer environment and culture and ensure as far as possible the parish will create a safe and caring place for all". The inclusive Church statement was read and included within the policy.</p> <p>The policy procedures and practices will be reviewed at least annually. Proposed by Gillian Wratten, seconded Nigel Ord, all in agreement to accept the Safeguarding Policy. Signed and dated by Revd Nicky Skipworth Policy will be displayed in Church Porch.</p> <p>Sandra Miller remains Safeguarding Co-ordinator. To ensure compliancy, Gillian will ensure DBS checks are undertaken.</p> <p>Nicky reminded everyone that morally we are all responsible and expected to 'call it in' and not to squander the opportunity to do so. Contact Nicky, Sandra or a Diocesan member.</p>	
7.	<p>Affirmation of Inclusive Church Membership Nicky read the statement. Proposed by Gillian Wratten, seconded Ron Luton-Brown. All in agreement to accept the affirmation.</p>	
8. Date of first PCC Meeting and the Grace	Date of next PCC meeting will take Tuesday 4 th April 6.30pm at Marjory Hay's house.	

9. Date of next APCM	Next APCM meeting to be held on Tuesday 14 th May, 2014	
9. Closing Prayers	The meeting was closed with the Grace at 8.00pm	
	Signed..... Dated.....	

All Saint's Church
Serving Harworth & Bircotes, Styrrup and Hesley
2024/2025

- Vicar** **Reverend Nicky Skipworth**
- Vice Chair** **Vacancy**
- Church Wardens:** **Beryl Ord** (expiry 2025)
 Marie Edwards (expiry 2024)
- Asst. Warden Vacancy
- Secretary: David Luton-Brown (Co-opted) one year
- Treasurer: Beryl Ord (Co-opted) one year
- Representative to
the Deanery Synod: Marie Edwards x 3 years (expiry 2026)
 Ron Luton-Brown x 3 years (expiry 2026)
- Electoral roll officer: Ann Wilson
- Children's Lay Ministry: Gillian Wratten
- Safeguarding Officer: Sandra Miller
- Junior Church Warden: Harrison Smith expiry 2024
 (informal appointment)
- Health & Safety Officer: Ann Wilson (co-opted) one year
- Parochial Church Council Members:**
- Mr. Nigel Ord expiry 2024
- Mr. Scott Wilson expiry 2024 (1 year)
- Mrs Marjory Hay expiry 2024 (1 year)
- Social Committee – Events Team: David & Ron Luton-Brown
- Bell Captain:
Organists: Stephen Carey
 Warren Rose
 David Silkstone

All SAINTS CHURCH — 2023 PRAYERS OF LOVE AND FAITH PARISH RESOLUTION

That the current Vicar (Rev'd Nicky Skipworth) and 2023-24 PCC of All Saints Church, serving the Parish of Harworth & Bircotes, Styrrup and Hesley, determines on full and immediate adoption of the Prayers of Love and Faith (PLF) suite of resources (with Pastoral Guidance) so that same sex couples with faithful, stable relationships can seek God's blessing.

PLF will be for use where requested during an existing act of public worship or, following eventual authorisation by the House of Bishops at a later date, PCC opt-in to the register, as a standalone service, in accordance with the decision of the House of Bishops at General Synod in November 2023, and encourages its parochial clergy to feel free to use them according to pastoral need and in line with the dictates of their conscience.

The PCC also urges current and future incumbents to use their discretion in recognising the existence, validity and gift of transgender persons, whether single, partnered or married.

This resolution is entirely congruent with our membership of Inclusive Church by which we declare: "We believe in inclusive church – a church which celebrates and affirms every person and does not discriminate.

The PCC states that All Saints' Church and incumbent, The Rev'd Nicky Skipworth should be placed on the Deanery/Diocesan register of clergy and places of worship which are prepared to use PLF as a standalone service.

As current Vicar, Rev'd Nicky Skipworth states her willingness, without reservation, to use PLF. The Vicar and PCC will ensure our PLF status, however it develops, will be communicated privately and publicly by all means possible, including A Church Near You.

We note our current Bishop, Paul Williams' barring of parishes in vacancy from adopting PLF. We express our strong and unequivocal disagreement with the said determination. The PCC states that, during the next interregnum, they will take steps to publicise the PCC position held at that time, including in the parish profile. The PCC will favour candidates who affirm this and future editions of this resolution, and who wish to see the Church of England grant equal access to church marriage for same sex couples. While it should not be assumed, it is expected that our abiding status will be that of a church and parish where PLF is offered in some form. The Vicar and PCC will review and reaffirm this PLF resolution annually.

As current Vicar and PCC, we conclude this resolution by affirming the words and spirit of the Bishop of London at General Synod who, in her closing address prior to the PLF motion vote on 15 November 2023 stated that:

"I want to reassure them that I still believe that we are in communion with one another. And whilst I may no longer be invited to eat at their table, they will always be welcome at mine. And if it means that I need to sit outside with the powerless, the marginalised, the lost, then that's where I will sit – and I am certain I will also encounter Christ there."

Adopted by unanimous vote on 17 December 2023

couples. It was both momentous and deeply frustrating. I am extremely proud of the PCC for the clear message they sent to our Bishops that day. But let's be clear, this is not the end of the campaign. As a member of Inclusive Church, we will continue to 'challenge' the CoFE.

All Saints' is a wonderful congregation and as I write this report I realise that this time next year I will have rounded the half-way point in my seventh year as Vicar of this parish.

I know I say it every year, and I repeat this as often as I possibly can, but THANK YOU and WELL DONE to the whole church team, congregation and also those in the community who support our mission. 2024 is already unfolding, and one of our priorities will be All Saints' Aspirations—the creation of our long-term strategy which will have to help address, as Gillian mentions in her own report, news from the Diocese that we must take very seriously.

You know, I'm not really the one that makes my life happen. For this I recognise the extraordinary and usually unseen love and sacrifice of my beloved spouse, Martin, and our children. For every well-timed cup of tea, every consoling hug, every mown lawn, every chance to be 'Mummy', every bit of office help or wisdom and every word of praise or remonstrance. To my family and to my Saviour God: I adore you. All my love, always. Mummy / Nicky xxx

CHURCHWARDENS' REPORT 1

prepared by Beryl Ord

Church Wardens annual report January-December 2023
APCM May 14th 2024

Before I commence with my report I would like us to pray for King Charles and Princess Catherine while they go through their treatment for Cancer, also pray for the Royal family and give them strength during this turbulent time.

This year was certainly sent to bring out the best in our team at All Saints. With my health taking a hit and Nicky taking a 3 month Sabbatical, but we did it and may I say we are all still friends. Also a huge thanks to all of the retired clergy who assisted with funerals/weddings throughout this time plus your wonderful sermons you are a true diamond.

Our Sunday communion services have continued to grow in numbers with our on line congregation also growing far and wide.

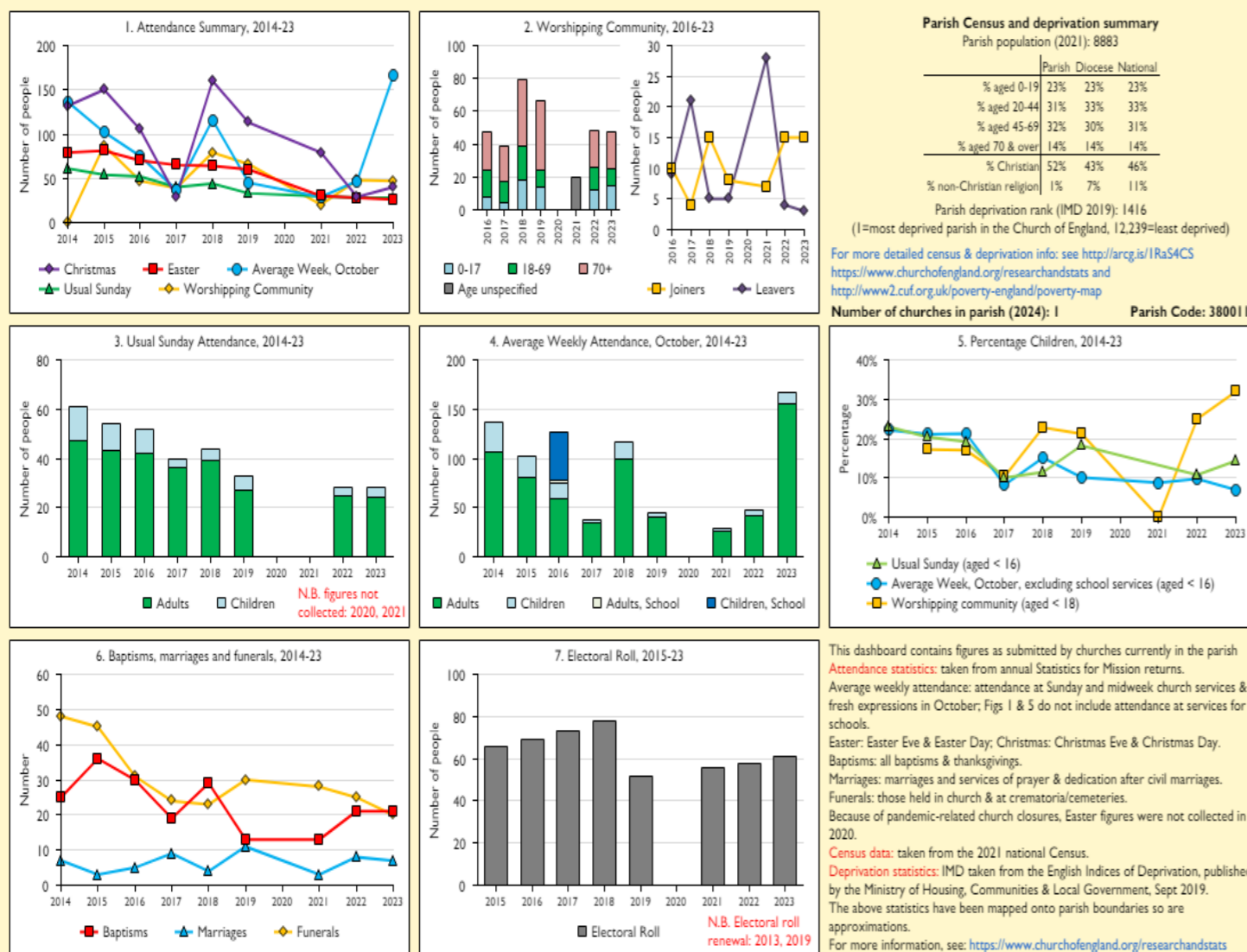
Many Baptisms have taken place during the year, I would like to thank Stella Hardy for her dedication and hard work in being our Baptism co-ordinator and for assisting Nicky during the baptism process.

We have conducted 7 weddings during the year which have been wonderful occasions and it has been fabulous to be part of our couples special days. A huge thank you to Marie and Ann for verging.

We have conducted 18 funerals in Church during the year, although these are such sad occasions, with the help of Pinders funeral directors we have given the departed and their families a special service. May they rest in peace and rise in glory. A special thanks to Marie, Ann and David for verging.

Work in the community

SfM Dashboard for the Parish of Harworth in the deanery of Bassetlaw and Bawtry



A communion service plus a sing along is well attended at Rose Farm care home which has been appreciated with both residents and staff. A huge thank you to Nicky and Gillian for giving communion but a huge thank you for Marjorie and Iris for their entertainment factor and generosity .

Sadly we had to say goodbye to our Aunty Sheila's club in July as we needed to increase our volunteer numbers to keep the children safe.

Small saints run by Nicky and Martin continues to go from strength to strength, I thank you both for your hard work.

During the winter months our Thursday communion service has been held at The sports pavilion, a huge thank you to Paul and staff for a warm and welcoming venue.

Our snuggle box has been in operation during the winter months, although we were not as busy this year we still helped 30 plus families plus the residents of Avondale.

Tickhill Lions helped fund our project plus we had help from our wonderful community. Food hampers were donated at Christmas from Tickhill Lions which were delivered by myself and Nigel with the help of Sandra Miller. A huge thank you to Sandra for her dedication to the cause and taking calls from needy families.

In November we held our annual Childrens Christmas party which was well attended. Thank you once again to our wonderful volunteers.

In December we held our annual Brass band concert which was also well attended by our community.

Birthdays are always special at All Saints not only for our congregation but for our wider community and we could not do this without our wonderful Birthdays co ordinator

Marjorie who not only provides the cards but she makes her

Christy to respective clubs, cook dinner and put my feet up. Yes, there are times when I fail, but, as I learned afresh while in Lakewood, I adore my family and must innovate in their Favour, not just the parish God calls me to serve.

In early Autumn, I met Gayle Hajipanayi for coffee and cake in Tickhill. I was absolutely stunned when Gayle, after clearly a lot of reflection, offered to volunteer as our Parish Administrator. As challenging as the sabbatical had been, it was gratifying that it could result in such a gift. Gayle began work a few weeks later and it is wonderful to see her grow in knowledge and capability every day. Her 25 hours (for which she only receives expenses) make the world of difference to me, our church and parish. Thank you, Gayle!

But it was back to planning weddings, Small Saints, meetings and everything else that makes All Saints' who we are under God. Safeguarding and Inclusion Season kicked off on Sunday 17 September, with guest speakers whenever possible. Somewhere else that needed 'speakers' was Harworth and Bircotes Pride on 23 September. We had a new committee and the whole day was incredible—a far leap on from what I'd organised, and what All Saints' had sponsored, in 2022. For some LGBTQIA+ people, it was the first time they'd ever 'come out' as themselves in public. Our church tent went down really well and in 2024 it'll be even better. Sadly, that month, the PCC took the decision to suspend Auntie Sheila's Club.

In October, we were delighted to host an uncommonly good Thanksgiving for the Gift of a Child, which is an alternative to baptism. Martin and I supported a Harworth CofE Academy Year 4 trip to Weston Park Museum! But COVID-19 wasn't done with me and my household! Just hours from leaving for the Diocesan Conference I tested positive—yes, really! Thankfully this did not interrupt celebrations for Les Batty's 90th birthday!

The pre-Christmas period began in earnest, with Baby and Child Loss Awareness Wave of Light, the Tree of Light service, assisting on the Aldi Poppy Stall, Remembrance Sunday, Sermon Review Month and the Sundays of Advent (see Gillian's report). Out of concern for the financial impact and with huge thanks to the Pavilion, the Thursday Midweek Mass/Morning Prayer was moved to the Pavilion from 9 November. We continued to have a wonderful turn out from all those parents attending worship to support their application for a church school place. I was privileged and delighted—when not frightening the life out of punters (!) to chat with customers and staff alike. Crossing such a boundary is vital for all forms of mission but, as Gillian and Ron demonstrated in the creation of the superb 'Chill with Gill and Ron' (later renamed 'Simply...') not all boundaries needing to be crossed can be seen.

Our second Snuggle Up Sunday brought in an absolute MOUND of warm things; in fact, it was such a time of generosity! Regular pastoral visits with Holy Communion continued, with a few extra visits to people needing extra care at difficult times. Even so close to the end of term, I was delighted to welcome both Serlby Park Academy (primary phase) and Harworth CofE Academy to All Saints'! Twice monthly visits to Rose Farm Care Home continued.

Well, we almost saved arguably the best thing of the 2023 to the very last day of the year as, on Sunday 17 December, as the PCC voted unanimously for a resolution to adopt the Church of England's Prayers of Love and Faith. Finally, after 40 years of 'listening', General Synod had voted to allow clergy to use a suite of prayers that could be said with same sex

I kept up my friendship meetings with the Rev'd Alice Curry of Harworth Methodist Church and mid-March brought snow! Nigel swung into action like the good 'un he is! I also took part in the OFSTED Inspection of Harworth CofE Academy in my capacity as Governor for Equality and Diversity and welcomed Tevita and Victor to All Saints' for a guided tour! I led a service for the Transgender Day of Visibility, remembering that many in the community can't yet safely be their true self in public.

At PCC in April we enjoyed Marjory's excellent hospitality again (thank you, Marjory) and soon after embarked on Holy Week together. The turn out on Maundy Thursday was very concerning, so I resolved to help us do things differently in 2024; the Good Friday Community Pilgrimage went well. Easter Day and Easter Week were wonderful occasions, and again the Easter Candle was generously donated. For the first time, we displayed the Stations of the Resurrection in the Churchyard as well as inside All Saints'. Auntie Sheila's Club carried on, but it was becoming clear that our volunteer numbers were becoming a concern.

From late April I began to Zoom with folx from Church of the Ascension in Lakewood, Ohio, with whom I'd be working in June. They were extraordinarily caring and LOVED my accent! Alongside those plans, all of my usual work continued.

With the announcement of HM The King and Queen's Coronation months earlier I had realised it would be kindest to delay the start of my sabbatical by a few days to lead All Saints' through the festivities. I also held a training session for the ten people who, between them, would look after all of the technology we use in church. A last minute Safeguarding matter had to be dealt with but, on a lighter note, the Church Hall was in use for the Local Elections, with the lovely facilities and warm welcome being greatly appreciated by the staff on duty. Then the Coronation took place and we could all breathe a huge sigh of relief!

I remember waking up on Monday 8 May with the astonishing feeling that all the work was done and it was now time to let the rest of the Church Team get on with it, but things were helped greatly by Gayle coming on board to do more church communications work. Little did the Team know they would be called upon to host so many funerals. My thanks and praise to them all, and to all the fantastic clergy—full time and retired—who stepped up. Once back at work, I wrote to everyone concerned to thank them for their extraordinary contribution to helping me step away. Trust me, I needed it more than you knew. I want to pay special tribute to LLM in training and my wonderful husband, Martin, who covered every school assembly, Small Saints' sessions and much, much more, all while being Mum and Dad while I was away, too.

And step away for three months' sabbatical (temporary work break) plus holiday is what I did! But this report, isn't so much about me, but US! I was back at work on Wednesday 30 August but was determined to make a few changes in my working pattern which would tip the balance back in favour of what most people would agree it should be: my family. I knew that the way I returned to work would demonstrate my new priorities, so since then have largely stopped work every Thursday at 3pm. This enables me to focus on getting Alban and

own personalised cards for everyone. Well done Marjorie, also thank you for hosting our PCC meetings at your home with homemade cookies and short bread.

Inspections

Septic tank was emptied by a Doncaster company free of charge.

All guttering and down pipes were cleared in July by a local ecclesiastical company free of charge.

Organ tuning was carried out on 30 November.

Visits

During the year we have had 2 visits from the Yorkshire and Nottinghamshire bell ringers which was well attended.

Thanks to Roger Smith for organising the events.

We had 2 school visits from C of E school before their leavers service on July 24th which was a great occasion and well attended. A special thanks to Martin for your help during the service.

Marie and myself attended the Visitation service at St Ann's Worksop to be blessed as Church Wardens.

Throughout the year we hold many special services of celebration which are always well attended.

To end my report I thank all of our PCC and volunteers for their hard work and dedication to our wonderful Church but the biggest thanks must go to Nigel who helps with anything and everything rain or shine and puts up with my moaning

CHURCHWARDEN REPORT 2*prepared by Marie Edwards*

Everything went well last summer, during Nicky's sabbatical.

We were thankful for the visiting clergy, who stood in for our services, and we were happy to know that Nicky enjoyed her visit to the USA. We had several weddings last year, and funerals, and I had several morning services on Thursdays in July and August.

This year, over the winter, we were fortunate to be offered the Pavilion room for our Thursday morning services, which were warm and welcoming, some parents came occasionally, to communion, some came with their young children. The staff at the Pavilion were pleasant and friendly.

2024 so far...

On Sunday the 28 of January, we had the Miners Service at 3 pm, which was well attended, we had refreshments afterwards. The Thursday morning services are now held in church, in the lady chapel. We have had several Funerals since January.

On Friday the Ninth of January, we had the Funeral of Gerald Holian, who was a member of our congregation, who raised the money for the Miners Window, in the Lady Chapel, he will be missed. We also lost our old church warden, Les Batty, who was also on the board of governors, of Harworth Church of England Academy. He was well liked by all the pupils and teachers.

Now we are approaching the Wedding season! with several weddings booked, for the next few months. We are very fortunate to have Stella, who gives her time to attend, and help with the many Christenings and blessings, it's good to know that people are still having their babies Christened, or blessed.

For the last three Tuesday Evenings in April, we have visited Ordsall Church, for the LGBTQ Allyship Course which is about welcoming all LGBTQ people, and supporting them, which will continue at All Saints in the next few weeks.

**VICAR'S REPORT***prepared by The Rev'd Nicky Skipworth*

By January 2023, the very first season of Snuggle Box was in full swing, care of Sandra, Beryl and Nigel. We had an unexpectedly low turn out for the Miner's Service and the Christingle service went ahead care of Gillian when I suddenly couldn't lead it. The Christmas Tidings Tree came down (35 tidings were counted), man-handled by Nigel. I managed to cover a funeral in Sutton-cum-Lound for a church which has not had a vicar in many years.

Auntie Sheila's Club, Gillian's 'Mourning Pop-In'. Small Saints, the Thursday Midweek Worship and a host of other activities restarted after a Christmas break; we also held the first of three 'Blue Monday' events in the Hall to support locals' mental health, and stay warm. And it was so lovely to take time to visit newcomer, Victor, at home! Did you know I offer to visit all newcomers? Then it was time for the first All Saints' funeral of the year. I also took part in the clergy consultation for the ongoing LLF process and ensured I asked the awkward but necessary questions of our Bishops to which many of us want answers.

I completed the annual Church of England Mission Statistics Return and you will find the official 2023 summary at the end of this report. Wedding planning with all our booked couples went on apace, and the immediate Church Team (a standing committee made up of Ann, Beryl, Marie, Gillian and Martin) held our first monthly meeting of 2023.

Early February brought the delight of Candlemass, with its message of light and divine unveiling just as we turn to face the Cross and Lent. Having been part of the consultation over its future identity, the local library closed for refurbishment. Wedding preparations with all of the 2023 couples called for a great deal of administration to ensure their legalities and running orders were in place. I was pleased to have coffee with newcomer, Tevita! We also welcomed David Silkstone as a new organist. Lent began on Wednesday 22 February.

By this time, my sabbatical planning was in full swing. I held the first of two special meetings with the Church Team, adamant that, as challenging as the three month sabbatical period might be, All Saints' would go into it confident that every Sunday was covered. The one big unknown was how the Churchwardens would cope with funerals. It would turn out that, within days of my sabbatical starting, All Saints' would be called upon to do at least five funerals in a row. You were all absolutely MAGNIFICENT!

I started work on a very comprehensive four month rota, the design of which would be found so helpful that I was asked to keep using it after my sabbatical. On Sunday 5 February we took an important step away from the COVID-19 era by giving those receiving the bread and wine of Communion the choice to take the wine with either a 'Sip or Dip' (thanks for the name, Marie!). A brand new 'Welcome to Baptism' video was recorded by Stella and I. We welcomed Gayle and her family for the funeral of their beloved husband and Dad, Michael, and sadly this was one of so many funerals early in the year.

Just to say that we receive so much praise after every funeral we do. What a team!

able so meetings and worship have been difficult to juggle. For my manager, the supermarket is everything but for me, I have my love of God. He asked me not that long ago where my allegiance lies and I told him - to God. He was stumped at that and rendered speechless for a minute. I think it will be a fight each week to sort out my rota.

Nicky's sabbatical was a big thing for me.. Nicky organised it to the nth degree so it went quite smoothly, but it was a big deal for me to help visiting clergy navigate what we do, and to lead morning prayer. Also my role as Vice chair came into its own at PCC meetings

This past year I started to lead and distribute Holy Communion to Rose Farm. I started Just before Nicky's sabbatical, though it and still doing that once a month.

We were having Deeper... Bible study group at Ron and Dave's that were more chat about Godly things and less bible. From it spawned a new service we wanted to experience by our senses. And as Deeper finished, Simply... was born. A new service that helps to reflect and pray internally, whilst listening to soothing music, seeing lights and smelling incense. It is one of those hours that makes sitting still a rare moment.

Nicky has introduced new themes in advent on Sundays: Poinsettia Sunday Jumper Sunday, Toy-letters Sunday, which were well embraced.

I have been involved with a Light Service for Baby loss, Remembrance, funeral visits, Miners Service, Lent Lunches and many other activities including the Agape Meal that I feel could be a solution to social and charitable contributions. Probably we can take this forward and introduce it as a regular event.

I would like to thank the church wardens, PCC and other members of the congregation who were very helpful and supportive at this time. It was Jason's Ordination from Deacon to Priest and Kayla's to Deacon. When I look at our congregation now, I see memories of those who knew Jason and miss their passing.

We have a tough few years to find a way to encourage and increase our congregation and volunteers for useful roles within our services and events. We need to increase our social events. I pray that God will provide.

From trainee LLM, Martin Skipworth

Weekly training either online or at Southwell for LLM role, practical on the job training with Nicky, placement at West Retford including Sound desk operator, Tech support, Preaching, Intercessions, Reader and Lent group leader. I am due to be licensed LLM in October and agree working agreement with Nicky to establish by future roles with All Saints.

Martin extends his thanks to the PCC for purchasing his made to measure cassock last year. His blue 'Reader' scarf, costing around £50, will be paid for with a proportion of the Sunday refreshments donations between now and the end of the Summer.



HEALTH AND SAFETY; ENVIRONMENT REPORT

prepared by Ann Wilson

Firstly thank you to everyone, as we all know safety is everybody's responsibility and you all do your bit, highlighting any problems. Thank you to Nigel, Beryl and Marie who regularly check out the church grounds and church fabric. Also to Nicky our Vicar and Martin who are always vigilant.

All policies, Health & Safety, Lone Worker will be reviewed in May in line with any organisation changes following the APCM.

No accidents have occurred; first-aid boxes are located in church and the church hall. Fire extinguishers are due to be serviced in June this year. This is undertaken by FireSolve and in previous years provided their services free of charge. Many thanks to Dave Brammer.

PAT testing will be undertaken next year (two yearly is adequate as defined by usage). Thank you to Martin Skipworth for carrying out PAT testing and in advance of the re-testing.

Cold weather

During the cold spell and to help keep our congregation warm, the PCC agreed to open the church for refreshments before the service with the service starting later at 1020. Hot water blankets and blankets have been available to help keep the congregation comfortable during the service. We have now reverted back to 1000am. The PCC further agreed that Thursday worship would take place in the Pavilion in their heated Function room, with refreshments available. During the winter and in adverse weather all steps and paths were cleared and gritted, making access as safe as practicable. Many thanks to Nigel for ensuring our pathways have been kept clear.

Church Steps

We are all aware of the difficulty of access with the church steps for disabled and this will be discussed fully in our Aspirations meetings and long term plan. It is of concern that the mortar between the spacing steps has crumbled in some areas causing imbalance of the paving, this could lead to potential slip, trip or fall. The cold weather has contributed to this. The step edges require re-painting.

Outdoor lighting

During hours of darkness and particularly in winter the access egress to our church is very dark, with limited lighting currently in place. We have been looking at various forms of lighting especially leading up to church from the steps. Obviously cost is crucial and the answer has to be based on cost v benefit gained (we do not have many evening services or events during the hours of darkness but when we do we will be responsible for persons safety). Previously we have linked portable lighting and stewards with torches leading the way.

Dyke Watercourse

We have inherent problems with the dyke. Shrubs and small trees planted around the watercourse are now growing out of hand and potentially could cause blockage to the stream. In 2015 BDC carried out emergency work because the debris posed a serious flood risk. It was then said that the responsibility of future maintenance upstream of the culvert is the riparian owner (more than likely ourselves) as the culvert itself is presumed our responsibility as it is our access. The potential fall in the dyke (drop of about 6 feet) has been lessened due to the overgrown foliage. It has been recognised that the fence is also of some distress.

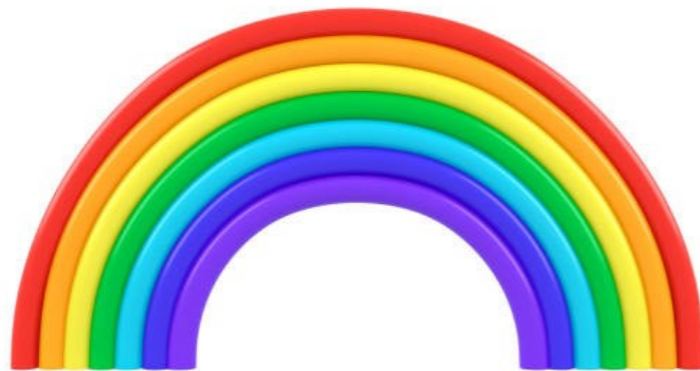
Car Park

Fencing around the car park (installed by ourselves) has been damaged by the horses in the adjacent field gnawing and biting the fence. Some gaps now exist. Nicky has raised this with the owners of the field and has suggested a fence installed on their side to prevent further damage to the existing fence.

Environment

This year we have produced an Environmental Policy and our aim will be to strive towards achieving at least the Bronze Eco Diocese Award. We are actually already does this, but needs documenting. We are very much looking forward to appointing our Environmental Champion to lead and bring relevant environmental issues and concerns to the PCC. Hopefully this will be announced very soon. Leaflets are available in Church outlining what the Eco Award system is all about. It is also hoped to have a speaker at some point to talk to the congregation.

Recently we have been in contact with Notts Wildlife Trust. They will be coming in September to check out and clean the nesting box located at the top of the Tower this is to allow the nesting period not to be disturbed. There has been evidence of kestrels in our church grounds. No sightings yet of Peregrine Falcons. Notts Wildlife said they would have a look at the churchyard and suggest ways to enhance the wildlife.



and also when to begin and end camera live streaming.

On several occasions I have 'shadowed' Gayle as she hosted live online during Sunday service. Gayle, along with Ron had explained what as OH we would be expected to post live. From the warm welcome to our online community, to posting the upcoming words in the service booklet and hymns singing in church during service. All to enable our online community to take an active part in Service and 'to as feel as if they were there'. Posting relevant information regarding church notices and information about upcoming events along with posting links to the Church donation page. At the end of service Thanking our online community for joining us and encouraging to join us the following week.

As there are many and varied reasons people may choose to watch the online stream instead of attending in person, this opportunity continues to bring Sunday Mass (and live stream weddings and funerals) to many more people. I'm very grateful to the OH team and Nicky for all their help with my ongoing training the last few months, and with their encouragement I look forward to my first solo OH on 05/05/2024.

All Saints' Online Hosts are Karen Gair, Martin Skipworth, Ron Luton-Brown and Gayle Hajipanayi

LICENSED LAY MINISTER REPORT

prepared by LLM Gillian Wratten and LLM-in-training Martin Skipworth

They always say that once you have finished the training the real stuff of learning begins. This especially relates to this past year for me. Of course some things are familiar but a different perspective whilst some things are completely new to me and of course there are those things that are like putting on a comfy well worn pair of slippers. I shall try to put all that into context with a look at my calendar of work.

To begin with, Auntie Sheila's stopped just before Lent, so we had shared Stations of the Cross followed by the Stations of the Resurrection, the latter being new to me and the first a change in perspective from following to leading. Evening prayer online was new to me, and I have enjoyed exploring the use of the Anglican Rosary.

Morning Prayer I was not used to, except reciting it straight off the app on my phone to myself. But when you introduce it as a lead role, that's different, and then you introduce it as a main service with hymns and I was totally out of my depth and felt like I was drowning. Morning Prayer is alien to me and I am still uncomfortable leading, This year I also presided in Ante-communion with Revd David Bean and I was more at ease and felt comfortable leading.

On Wednesdays I started a bereavement pop-in called Mourning Pop-in but I didn't have any takers, I stuck with it for quite a long time but no takers, so regretfully I stopped. I don't think anyone missed it.

I had a change of job but still working for Morrison's. I was supposed to be doing the same hours but I have had a few more hours given to me and my rota has changed and unpredict-

There is an increase this year on the giving to date. Discussions regarding the allocation of the 2025 Parish share are on-going. There is a confidence that the Deaneries have been listened to and this is being reflected into how it will be allocated in 2025.

Last November I attended the Synod meeting after Bishop of Southwell and Nottingham, Paul Williams, who signed with other Bishops their opposition to the inclusion of same sex marriages. At the meeting I stood up and raised my concern that I felt unsupported by the Bishop after this very public standing him. I felt supported by others there. But I haven't heard anything from either Bishop.

MEADOW VIEW SINGALONG

prepared by Pauline Archer and Ann Wilson

Our singalongs in the Chapel at Hesley on a Wednesday morning have continued monthly during April 2023 to March 2024 except for August and November. We have had two to three clients plus carers at each session except December 2023 and February 2024 when no one attended. The December date clashed with a Christmas dinner outing and it was pouring with rain on the date in February. The dates are arranged ahead every six months or so and the activity organiser reminded by e-mail on the morning of our visit.

We fully understand and don't mind if no one comes as we realise so much depends on the mood of the clients on the day, but we enjoy it tremendously when people come and join in. One or two clients can attempt the words and know all the actions.

We feel it is definitely worth continuing.

ONLINE HOST (OH) REPORT

prepared by Karen Gair

As I accepted the role to join the OH team at All Saints' I received a training outline from Nicky our vicar. In this outline was information regarding the several online courses I was to expected to complete on the Church of England Dioceses of Southwell training portal. I also had conversations with Nicky about the role, again outlining the role, rota and other members of the OH team and further details of how the OH worked regarding All Saints' website and the Facebook link. The other members of the team also made me very welcome and they too explained how the role works and their own experiences of working as OH.

Ron was incredibly helpful talking me through the process as Service was about to go live. We talked along with David how the camera was stationed and any problems that could occur with router/internet issues and what could and couldn't be controlled in Church. Explaining further how the OH at home would be relying on this to work to actually host the online feed.

Nicky also showed me exactly how to set up both the camera and clip on microphones clergy wear throughout service and how best practices of keeping them within reach during service help the online stream with the clarity of audio. Nicky also along with Ron and David talked to me about time delays from live in Church to what the online viewers see and hear,

TREASURER REPORT

prepared by Beryl Ord

All Saints Church Harworth, Bircotes, Styrrup and Hesley

PCC Income and Expenditure year ending December 2023

Income	2023	2022
Gift aid giving	5174.50	5461.50
Church service collections	3431.52	3609.94
Funeral collections	549.42	1258.0
Baptism collections	1178.62	617.74
Wedding collections	129.45	129.97
Hall hire	2254.50	1000.0
Fees paid to PCC	11,777.0	14,800.0
Gift aid reclaimed	2130.20	2977.60
Donations	1434.99	3338.53
Extraordinary income	1256.90	5500.0
Sum up payments	444.01	639.36
Energy grant	3000.0	000.00
Total	£32,761.11	£29,243.21

Expenditure	2023	2022
Ministry	2566.77	7873.18

Expenditure	2023	2022
Ministry	2566.77	7873.18
Minor repairs	296.68	30.00
Church hall costs	1200.00	1200.00
Church hall goods	134.50	00.00
Payment to Diocese	12,535.0	19,028.00
Goods	000.00	8713.52
Training	00.00	00.00
Copyright licence	395.30	288.89
Upkeep of services	4088.05	4324.00
Extraordinary expenses	1131.62	1358.37
Harworth Brass	375.00	470.00
Insurance	3871.08	3869.74
Utilities	3270.30	2277.94
Total	£32,761.11	£50,153.71



Account summary

Brought forward from previous year	£18,071.52	
Plus income	£38,982.12	£29,243.21
Less expenditure	£21,810.00	£50,153.71
Less outstanding cheque	£1670.00	
Carried forward to next year	£19,352.63	£18,071.52

Independent Examiners report

In connection with my examination, no matters have come to my attention, which gives me reasonable cause to understand that these accounts have been prepared in accordance with accounting which is proper and correct.

ORGANIST REPORT

prepared by Stephen Carey

I am one of the organists who play for Sunday Mass on a monthly rota and for occasional weekday services (weddings and funerals). I am pleased to report that the organ is maintained in good working order, and is suitable for many different styles of music. There is no choir but there are several confident singers in the congregation and we are able to incorporate musical settings to various parts of the liturgy including the Gloria and the Lord's Prayer. I have regular commitments to other churches in the Retford area and beyond and as accompanist for several secular choirs and the Cantate Choir in Retford but I hope to continue to serve as part of the musical team here at All Saints into the foreseeable future. I would be pleased to hear from any members of the congregation who may have any requests for voluntaries they would like me to play before or after Sunday worship.

All Saints' organists are Stephen Carey, David Silkstone and Warren Rose.

ELECTORAL ROLL REPORT

prepared by Ann Wilson, ER Officer

In accordance with the Church Representation Rules 2020, a revision was carried out of the electoral roll. A full review is to be undertaken next year 2025. Full reviews are undertaken every six years.

A notice was displayed in the church porch providing information of the revision. Only those on the roll are entitled to stand as church officers' at the Annual Parochial Church Council. However, names can be entered onto the roll following completion of an application form.

Sadly two of our worshippers have died this year, our beloved Les Batty and Gerald Holian and two people have left our parish. Two people have registered for the Electoral Roll this year and have been added to the electoral roll 2024.

SUMMARY

- Currently we have 51 names recorded on the Electoral Roll Register.
- The revision of the roll is displayed in the Church Porch (names only) GDPR does not allow addresses to be displayed.
- A full copy is held with our Vicar and held on file with the Electoral Roll Officer.

DEANERY SYNOD REPORT

prepared by Ron Luton-Brown, All Saints' Deanery Synod Rep.

I was elected last year to Deanery Synod. This covers most of Bassetlaw and Bawtry. Deanery Vacancies Update. The Churches in vacancy are Idle and Sands, the Riverside, Retford, Blyth, Scrooby and Ranskill, Oswaldbeck and Christchurch and Shireoaks.

We are grateful for the people who are serving in the churches, for some it has been many years, we also thank the retired clergy who help out with those churches. Thank you to the parishes for embracing the commitment to the parish share, nearly all parishes are giving.