



Parish Reports for the
Annual Parochial Church Meeting

All Hallows by the Tower Church

Sunday 4 May 2025 at 12.15pm

Index

Preliminaries.....	3-4
Agendas for the Annual Meeting of Parishioners and APCM	4
Minutes of the 2024 Annual Meeting of Parishioners	5
Minutes of the 2024 APCM.....	5-10
Electoral Roll Report	11
Vicar's Report.....	11-12
Weekday Ministry Report	12-13
Children's Ministry Report.....	13-14
Liturgical Ministries	14
Education & History Report	14-16
Fabric Report.....	16
Finance Report	16-18
Safeguarding Report	19
City Deanery Synod Report.....	19-20
Hospitality Report	20
A Year in the life of All Hallows.....	21-22
Looking to the future.....	23

The Parochial Church Council

The PCC is required, as stated in the Parochial Church Councils (Powers) Measure 1956, to co-operate with the Vicar in promoting in the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical. It is a charity registered with the Charity Commission, and is supported by a connected charity, the Friends of All Hallows. Members of the PCC are either ex-officio or elected by the Annual Parochial Church Council Meeting (APCM) in accordance with the Church Representation Rules.

The PCC meets 4-6 times during the year to discuss reports and plan activities. There are two sub-committees of the PCC, members of which are elected by and from the full PCC. The Finance Sub-Committee normally meets 4 times each year. The committee's role includes preparing a draft financial budget for adoption by the PCC and monitoring and reviewing financial performance against the agreed budget. The committee also discusses matters of a general financial nature in advance of debate by the PCC. The Fabric Sub-Committee normally meets 3-4 times each year to monitor and manage the fabric and contents of All Hallows by the Tower church and the building of St Dunstan in the East. There is a Standing Committee formed of the Vicar, Churchwardens and PCC Hon Treasurer. The Standing Committee meets to discuss matters of the general parish administration. No binding decisions are made other than at the PCC.

In line with current legislation, the PCC has complied with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016, in relation to having due regard to House of Bishops' guidance on safeguarding children and vulnerable adults. The House of Bishops has produced policy statements which can be found at this link:

www.churchofengland.org/safeguarding/policy-and-practice-guidance

Responsibilities of Members of the Parochial Church Council in relation to the Financial Statements

The Council Members are required under the Church Accounting Regulations to prepare Financial Statements which give a true and fair view of the Council's financial activities during the year and of its financial position at year end. In preparing Financial Statements giving a true and fair view, the Council Members should follow best practice and: select suitable accounting policies and apply them consistently; make judgements and estimates that are reasonable and prudent; state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements; prepare the financial statements on a going concern basis unless it is inappropriate to presume that this applies.

The Council Members are responsible for keeping accounting records, which disclose with reasonable accuracy the financial position of the Council and which enable them to ensure that the financial statements comply with applicable law and regulations. They are also responsible for safeguarding the assets of the Council and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Members of The Parochial Church Council

The Rev'd Katherine Hedderly	Vicar (to 15 April 2024)
The Rev'd Sophia Acland (<i>ex officio</i>)	Associate Vicar (to 30 January 2024)
The Rev'd Jennifer Midgley-Adam (<i>ex officio</i>)	Assistant Curate
The Rev'd Dr John Barker	Associate Priest (From 9 October 2024)
Mr Kenneth Marshall	Churchwarden, Finance Committee, Fabric Committee
Miss Diana Robertshaw	Churchwarden, Children's Champion, Finance Committee, Fabric Committee, Deanery Synod Representative
Mr Robert Stichbury	Deputy Churchwarden (May 2023), Finance and Fabric Committees
Mr Charlie Watkins (<i>in attendance</i>)	PCC Secretary, Electoral Roll Officer (to 18 June 2024)
Mr Michael Griffiths	PCC Secretary, Electoral Roll Officer (from 11 June 2024)
Hon. Treasurer (<i>position vacant</i>)	Role undertaken by Churchwardens until a replacement is determined.
Dr Siobhán Martin	Safeguarding Officer
Mrs Catherine Price	
Ms Hasmeeta Mahandru	(Resigned May 2024)
Mr Carl Lomas	(From April 2023)
Mrs Dorothy Risley	(From April 2023)
Mr Emlyn Williams	(From April 2024)

Mrs Sarah Alder
Mr David Ritchie

(From April 2024)
(Co-opted May 2024)

Details of Professional Advisors

Bankers	HSBC Bank plc 1-3 Bishopsgate London EC2N 3AQ Unity Trust Bank plc Four Brindley Pl Birmingham B1 2HB CCLA Investment Management Ltd Senator House 85 Queen Victoria St London EC4V 4ET	Legal Advisor	Mr John Woodhead SA Law LLP Gladstone Place 36-38 Upper Marlborough Rd St Albans Herts AL1 3UU
		Independent Examiner	Mr Rassoul Jam SSA Accountants Ltd 44 Furzedown Rd Sutton SM2 5QF
Custodian Trustee	London Diocesan Fund London Diocesan House 36 Causton St London SW1P 4AU	Quinquennial Inspector	Mr Bob Wilson Bob Wilson Consultancy Ltd 1 Renny Close Strathmore Ave Hitchin SG5 1ST

Annual Meeting of Parishioners & Annual Parochial Church Meeting

to be held in the Church at 12.15pm on Sunday 4 May 2025, following the 11.00am Eucharist

Agenda – Annual Meeting of Parishioners

1. To read the notice convening the meeting
2. To sign the Minutes of the meeting dated Sunday 28 April 2024
3. To elect Churchwardens for the ensuing year

Agenda – Annual Parochial Church Meeting

1. To read the notice convening the meeting
2. Apologies
3. Minutes of the APCM dated Sunday 28 April 2024
4. Matters arising
5. Electoral Roll Report
6. Reports:
 - a) Vicar; Weekday Ministry; Liturgical & Lay Ministries & Support for Charities; Education & History
 - b) Fabric; Eco-church
 - c) Finance: including Adoption of Accounts and Appointment of Independent Examiner
 - d) Safeguarding
 - e) Deanery Synod
 - f) Welcome and Hospitality
7. Elections
 - a) Parochial Church Council (4 vacancies)
 - b) Deanery Synod (no election this year)
8. Open discussion with opportunity of questions from the floor
9. Any Other Business
Please submit any other business to the churchwardens in advance of the meeting.
 - a) Going forward: the interregnum and vacancy process
10. Date of Next APCM: Sunday 19 April 2026

We remember those church members who have died in 2023

The Grace

Minutes of the Annual Meeting of Parishioners

held in the Church and via Zoom at 12.40pm on Sunday 28 April 2024

Chairperson: Di Robertshaw, Churchwarden. Handing to The Rev'd Jennifer Midgley-Adam, Curate, for elections.

Attendees: The Rev'd Jennifer Midgley-Adam, Bishop David, Di Robertshaw, Ken Marshall, Robert Stichbury, Martin Carr, Cathy Fox, June Marshall, Norma Johnson, Kate Price, John Hunt, Ewell Collins, Jenny Collins, Geoffrey Ogunleye, Elizabeth Lo-Pfeiffer, Christopher Pfeiffer, Nitin Balakrishnan, Kelsey Lydia, David Cook, Robin Moore, David Ritchie, Harriet Plyler, Philip Plyler, Eddie Hardiman, Emlyn Williams, Dulce Merritt, Sarah Alder.

Zoom: Ken Symes, Connie Pring

Apologies: Hasmeeta Mahandru, Yasuko Stichbury

1. To read the notice convening the meeting

Di Robertshaw welcomed everybody and read the notice to convene the meeting, Jen opened in prayer.

2. To sign the Minutes of the meeting dated Sunday 30 April 2023, as distributed

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

3. To elect Churchwardens for the ensuing year

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

Jen thanked Robert Stichbury for agreeing to continue as Deputy Church Warden.

Kenneth Marshall	Proposed: Robert Stichbury	Seconded: Eddie Hardiman	All in favour
Diana Robertshaw	Proposed: Anne Palmer	Seconded: Szabina Soptei	All in favour

Both were duly declared elected to serve for the coming year.

Signed as a true record of the meeting:

_____ Date: _____

Chair of the Annual Meeting of Parishioners 2025

Minutes of the Annual Parochial Church Meeting

held in the Church and on Zoom at 12.50pm on Sunday 28 April 2024

Chairperson and Attendees as per the Annual Meeting of Parishioners.

1. To read the notice convening the meeting

The APCM followed immediately after the Meeting of Parishioners. Churchwarden Di Robertshaw read the notice to convene the meeting.

2. Apologies

Hasmeeta Mahandru, Yasuko Stichbury

3. Minutes of previous APCM on Sunday 30 April 2023

Kate Price asked for her name to be added to those who attended the APCM in 2023. After that amendment, these were agreed to be a true and accurate record of proceedings and signed by Di Robertshaw.

Proposed: Emlyn Williams **Seconded:** Dulce Merritt **All in favour**

4. Matters arising

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

5. Electoral Roll Report

Di Robertshaw presented the Electoral Roll for 2024, a copy of which has been displayed in church before the APCM as required. Last year's Roll stood at 82 members, 19 people were added during the year and one name removed, which means the Electoral Roll for the year to 11 April 2024 now stands at 100 members, all of whom are non-resident in the parish. This is the fifth revision of the current Electoral Roll and has been prepared in accordance with the legal requirements. Thanks were expressed to Charlie Watkins for his work as Electoral Roll Officer this year and all best wishes to him as he moves to a new role in Southwark Diocese.

6. Reports

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

a) **Vicar's; Weekday Ministry; Liturgical and lay; Children's; Education and History**

Vicars

Compassionate Community

We continued our support locally of the City Hygiene Bank and the Bow Foodbank and our vicar was a trustee of the First Love Foundation. For Christian Aid week we welcomed The Revd Mohammed Eghtedarian as our preacher and were the base for Christian Aid for the London Marathon. We welcomed *Little Amal* to All Hallows – a 12-foot puppet who has become a global symbol of the human rights movement.

We were very pleased to receive a Silver Eco-Church Award, many thanks to The Revd Sophia Acland and Martin Carr for their work on this. We have raised a significant proportion of funds needs for our Roof Project which will include solar panels and a green roof. Anticipated to be completed in 2024.

The Vicar in her role as Area Dean, convened the City Deanery Chapter and Synod Standing Committee, the Tower Hill Management Group, the First Love Foundation and Percy Trentham Charity. We hosted the Wakefield Trust, Northcott Foundation, and Toc H and All Hallows Trust.

Creative Growth

The local cluster has continued to take shape and develop with our vicar becoming Priest-in-Charge of St Mary-at-Hill. We are thankful for good links with St Margaret Patens.

All Hallows played a part in the Wren 300 Project and were one of the churches hosting *Wrenathon* in the City Churches and hosting primary school workshops as a part of the project.

We have been heavily involved in the civic life of the City, the local ward, many livery companies, and the Corporation of London. Our vicar has been the Chaplain to the Lord Mayor and chair of the Tower Hill Management Group.

We are grateful for our international links with the Diocese of Cyprus and the Gulf. We said goodbye to Archbishop Michael as he retired after 15 years. We look forward to welcoming Sean Semple into the post in 2024.

Confident Discipleship

We grew through our faith education programme during the year with Lent and Advent Groups and refresher training for our Sunday ministries. Inclusive volunteer training for new guides and welcomers commenced in the autumn. During Lent we used Stephen Cottrell's 'Godforsaken: The Cross – the Greatest hope of all' and a hybrid Pilgrim course on The Lord's Prayer in the autumn. In advent we followed 'The Meaning is in the Waiting' by Paula Gooder.

We maintained a regular cycle of inclusive worship across our services. Numbers at our Sunday services remained steady and our Taizé worship continues to attract those looking for a midweek time of prayer, music, and reflection in several languages.

We held Thanksgiving and Installation service for four Livery Companies, as well as Beating of the Bounds and Choral Evensong for Ascension Day. Special events and services included the London Marathon Thanksgiving Service, and a Coronation Parish Eucharis and lunch.

One of the highlights was the Shackleton event, with the South Georgia Heritage Trust and HRH The Princess Royal as guest, as we welcomed back the crew's nest of the *Quest* ship, Sir Ernest Shackleton's final voyage, one of the church's most enigmatic treasures.

Our Christmas Services of Lessons and Carols, Community Carols by Candlelight, Taizé at the Crib, Midnight Mass and Christmas Day services, with the music of the Square Mile Choral Scholars, were very well attended, as were the carol services for the Worshipful Company of World Traders, Bakers, Watermen and Woolmen, Sailors Society, RPC, Marsh McClennan, Toc H, HMRC Carols, Mission to Seafarers and the Streetwise Opera Carol Concert,

The staff team as well as volunteers, City guides, welcomers and members of the congregation were thanked for their contribution to the life of All Hallows.

Jennifer Midgley-Adam, our Curate was priested in June and her First Mass was held the following day. Sophia Acland, our part-time Associate Vicar, has continued to offer valuable mid-week ministry and pastoral care through the year, and together with Martin Carr our Licenced Lay Minister, championed our environmental work. We were very sorry to say goodbye to Martin in September, after 10 years of faithful service, as he moved on to a new chapter of ministry in Marylebone. We are thankful to Bishop David Urquhart from our local cluster for his regular input into our Sunday worship.

Thanks given to the staff team: Charlie Watkins (Parish Administrator), Kevin Ogilvie (part-time Finance Officer), Adey Grummet (History & Education Officer), David Cook (Organist), Seán Boyle (Verger), John Simpkins (Caretaker) and Patricia de Moura Carara (Cleaner). We are thankful for the many volunteers and City Guides who offer welcome day-by-day to our many visitors from all over the world. Together they are a vibrant community of support.

Our churchwardens Ken Marshall and Di Robertshaw were joined by Deputy Churchwarden Robert Stichbury, and we are very grateful for all the many ways in which they contribute to church life, worship and organisation. We are thankful to all who offer welcome and hospitality and take part in the worship and prayerful life of the church, through reading and leading intercessions, serving and music, as well as those who serve on our PCC and committees.

At the end of 2023 Katherine was appointed to a new role as Archdeacon of Charing Cross, which she will take up after Easter. She leaves with our thanks and very best wishes for the future.

Weekday

Morning Prayer was held in church from Monday to Wednesday and on Fridays. Our weekday Eucharist continued on Thursday mornings. All Hallows clergy took several Thursday lunchtime Eucharist services at St Margaret Pattens as part of our commitment to the local cluster.

The weekly Wednesday evening Taizé service continued to be well supported this year, with a number of new members of the regular congregation as well as many visitors to London who seek out the service when they are here. Many thanks to our Curate Jen for her share in planning and leading the services, and to our volunteer musicians, especially Olaf and Emlyn, who attend so faithfully and produce a high standard of music. Our thanks, too, to Sean Boyle who runs our livestream and produces excellent recordings.

It was very good to be able to welcome back the Maritime Foundation for their annual service in October. New names were added to the memorial book held in church. In February we held a memorial service for the former Secretary of the Foundation, Anthony Harvey, who died in 2022.

In July, a parish outing was organized to Barking Abbey for members of the congregation, staff, guides and volunteers. Members of the Company of Entrepreneurs joined us for an evening tour of St Margaret's Church. Many thanks to Kate Boyle for guiding us.

In May, an art exhibition entitled 'Eastertide: Season of Hope' was organized by local artists from St Patrick's Studios, Wapping and shown in the south aisle. In September, members of the St Dunstan's Chapel Choir gave a concert in the church.

In April, Sophia was invited to preach on Founder's Day at Huggens College. In June, a Sophia was asked to bless a new high-tech survey vessel being launched in the Thames by the Port of London Authority. The long-established link between All Hallows and HMRC was maintained with a Remembrance Service held in the Churchill Room at 100 Parliament Street; a carol service at All Hallows; and an online carol service shared

with HMRC employees in the different offices around the country. Noted that it is good how many things All Hallows clergy are invited to 'go out' and do.

We are now collecting for the Bow and Bethnal Green Foodbank. This year we also started collecting for the Hygiene Bank.

Liturgical

We've had several people joining our reading and intercessions rotas. Additionally, we have welcomed a new person to sing the Psalm. We're anticipating expanding our new team of Lay Communion Assistants. Many thanks to everyone who generously shares their time, talents and dedication to All Hallows.

Children's

Over the Advent and Christmas season, the area has moved from the North into the South Aisle. The activities have included worksheets, colouring, and activity sheets as well as opportunities to engage with the wider church community, including a kneeler to mark the Coronation of King Charles III. One child has started to regularly read in the 11am Eucharist Service. In 2023 one child was brought forward for baptism. There have been several enquiries about baptism that we are hopeful will take place in 2024.

Education and History

We currently have 26 City Guides on the team. Out of a suggestion from the guides in 2022 – that a new Guide may, if wanted, spend a session or two shadowing an existing Guide before taking a place on the rota. This way, our good practice is passed on and any new team members feel more confident taking their first shift.

The podcast project has been very well supported by those so far involved and material for several episodes has been written and recorded. Private tours of the church continue to be popular. Adey was delighted to be asked as a guest speaker to one of the monthly City Guides meetings, organised by the CLGLA, in December. The group of Blue Badge Guides who run the Fire of London walks have been regular in their visits to the church. The popularity of their workshop is pretty consistent with primary schools. Clio's Company continue their bi-annual residency with us, Saxons in the Spring and Romans in the Autumn.

The shop continues to be a regular source of income for the church. The stock lines have remained consistent, with the focus on prayer aids of varying types informing stock choices.

The enormous excitement around the return of Shackleton's crows' nest dominated quite a deal of thinking over the summer. The series of prayer cards, *Explore* from CPO, has been a really good addition to our prayer resources on offer.

b) Fabric and eco-church

The year opened dramatically with a sighting of damage to the Weathervane at the top of the spire.

Bob Wilson, our Inspecting Surveyor, delivered his Quinquennial Report which covers all items of the Fabric but also extends to detailed coverage of our Church Roof repair and PVC Project on which we have been working for several years. Particular points being listed in the APCM report. Other issues covered included the placement of the Ethelburga Icon.

The fabric committee particularly wish to thank Katherine, Sophia, and Robin Moore for their support and work.

In February, All Hallows was delighted to receive an Eco Church Silver Award. Martin Carr and Sophia Acland continued their work as joint Area Leads for the Two Cities on Creation Care.

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

The main income results from traditional Grants and the continued use of our properties, together with income from deposit interest and investments. We record with most grateful thanks that in these difficult economic times the Wakefield and Tetley Trust and the Northcott Foundation have again been able to continue their historic support of All Hallows.

We faced a particularly significant rise in Utility expenditure. We paid the Diocesan Common Fund £75,500 (£73,000), while other Clergy and staffing costs rose to £150,175 (£145,236). We increased our Charitable Giving to £6,224 (£3,963)

The PCC has decided to continue its Policy to keep a reserve of six months of its normal running expenditure for operations.

Mr Rassoul Jam has confirmed the accounts are in good order. We also acknowledge the controls and record keeping exercised by Mr Kevin Ogilvie of Charity Bookkeeping, our Finance Officer, and Charlie Watkins, our Parish Administrator.

These Accounts were approved by the Parochial Church Council at their meeting on 14th March 2024.

Adoption of accounts. **Proposed:** Harriet Plyler, **Seconded:** Dulce Merritt **All in favour**

Rassoul Jam suggested to be Independent Examiner. **Proposed:** Robert Stitchbury **Seconded:** Di Robertshaw. **All in favour**

It was rewarding after much hard work for All Hallows to receive the Silver EcoChurch Award from A Rocha.

d) **Safeguarding**

Anne Palmer stepped back from her duties for a period to focus on her family. Dr Siobhán Martin has taken on the role in the interim. Siobhán expressed confidence in the safeguarding at All Hallows, particularly in the culture of our community ensuring that any concerns will be raised and addressed promptly and with appropriate care.

e) **Deanery Synod**

Area Dean – The Revd Katherine Hedderly

Church Elected Representative – Di Robertshaw (also Deanery Synod Secretary)

The Deanery Synod usually meets 3 times a year.

The Deanery Synod Meeting 11th January 2023 welcomed the Lord Mayor Alderman Nicholas Lyons, the Lady Mayoress and Sheriffs to the church of St Botolph without Bishopsgate

Main topic: Wren 300

The City Deanery Evensong and Triennial elections were held on Monday 10th July 2023 at St. Stephen Walbrook. The Lay Chairman, Rory Anderson was re-elected (uncontested) and five Lay Standing Committee Members elected as were five Clergy elected uncontested. The Secretary and Treasurer were confirmed as Di Robertshaw and Graham Mundy respectively.

The Deanery Synod meeting on 10th October 2023 was held in St Botolph Church Hall, Bishopsgate, with the main topic being LLF.

It has been announced that after Katherine steps down as Area Dean, The Rev'd Laura Jørgensen, Rector of St Botolph without Aldgate.

f) **Welcome and Hospitality**

2023 saw a good growth in the congregation as well as the tourist footfall – thus highlighting the importance of the need to provide a warm welcome.

Bishop David Urquhart complimented the team on our friendly welcome to all.

Thanks expressed to those who have delivered our hospitality. They are Norma, Szabina, Loren, Yasuko, Robert, Sarah and Robin; in addition, we have gained Sarah, Rebecca, Jill, Lizzie, Chris, Jenny and Ewell while they are in the UK. We were sad to say goodbye to Kathryn and Tim as they returned to America. We have managed refreshments every Sunday as well as the Christmas mulled wine and mince pies.

7. **Elections**

a) **Parochial Church Council**

There were 4 vacancies and 3 nominations received

Sarah Alder
Hasmeeta Mahandru
Emlyn Williams

Proposed: Di Robertshaw
Proposed: Di Robertshaw
Proposed: David Risley

Seconded: Jane Cruse
Seconded: Sarah Alder
Seconded: Robert Stitchbury

Unanimously agreed and duly elected.

Question about the one remaining space on the PCC – Di responded that we are hoping to co-opt David Ritchie later in the year.

b) **Deanery Synod**

No election this year.

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

Nil

9. **Any Other Business**

Nil

Di gave a vote of thanks to Jen, Bishop David, David Cook, Charlie, Adey, Sean, John, Patricia, and all volunteers.

a) **Going forward: the interregnum and vacancy period.**

Brief update on the Vacancy process, and recruitment Associate Priest, and Parish Administrator.

Vote of thanks for the time Sophia has spent at All Hallows.

Associate Priest interviews were on Friday. The name of the preferred candidate will go to the Bishop next week. Announcement tbc.

Mid-April there will be a meeting with Archdeacon Luke. The PCC will attend unconscious bias training. The Parish Questionnaire will go out and that will be reflected in the Statement of needs. The Parish profile will be written and we will elect parish reps.

Charlie is leaving mid-June and the advert has gone out.

10. **Date of Next APCM**

The next APCM tbc if new Vicar is in post by then as our usual timings as our usual timings at the end of April will be the London Marathon

We remembered Mary Barclay who died in December 2023.

Jen closed by leading us in The Grace.

Signed as a true record of the meeting:

_____ Date: _____
Chair of the APCM 2025

Electoral Roll Report

Michael Griffiths, Electoral Roll Officer

I present to you the Electoral Roll for the year 2025, a copy of which has been on display in the church before the APCM as required.

This year has seen a complete revision of the Electoral Roll, whereby everyone who wishes to be included has needed to apply.

At the 14th April 2025 the roll stood at 55 people, 54 of whom live outside the parish.



Vicar's Report

The Revd Jennifer Midgley-Adam, Curate



I would like to begin this report by saying a huge and very grateful thank you to the entire community here at All Hallows for your support and kindness over the interregnum. I might have been the face of much of the year's activities, but without your love, support, and good humour, this simply would not have been possible. As I move to my next post as Assistant Priest at St Peter's Eaton Square, I leave very grateful and thankful for my time here at All Hallows.

This year the focus has been on our wonderful community and all that we already are as we prepare for the future of a new vicar in 2025. In 2024 we looked to engage with the communities around us, the many people who visit our church as visitors or pilgrims, and with the many livery companies who see All Hallows as their spiritual home.

2024 was a year of change at All Hallows. In January we said goodbye to The Revd Sophia Acland after 8 years here as Associate Vicar. Sophia's weekly focus was the Taizé service and she has been much missed by the Wednesday congregation. We thank Sophia for the time she has spent in many of the unseen parts of the ministry here at All Hallows; her great kindness to the many vulnerably housed people who come in week on week to talk to her, and for the many pastoral conversations (in several languages) she has had with those who visit our church. We sent her off with our very best wishes.

On Easter Day we said goodbye to our Vicar, The Revd Katherine Hedderly, as she moved to take on the role of Archdeacon of Charing Cross. Over Katherine's time here at All Hallows she led our community through the uncertainties of COVID19 to the re-opening of the church building and the re-starting of public worship here in our historic church. Katherine was Area Dean of the City, Chaplain to Nicholas Lyons when he was the Lord Mayor of the City of London, as well as chaplain to our livery companies. During her time at All Hallows, Katherine was a great encourager of lay ministries and of the many seasonal and other times of group study. Katherine oversaw grant applications to enable a full-time curacy to be funded at All Hallows and many grants that went towards the successful roof project. Katherine and Sophia worked together to ensure our icon of St Ethelburga would be hung near the Saxon arch, and that project has now been completed. On leaving, Katherine asked for a new missal stand to be bought for use at All Hallows which is now being used on Sunday and Thursday mornings.

In June we said goodbye to our Parish Administrator, Charlie Watkins, as he left us to move to a new post in Southwark Diocese. We wish him all the very best for the future. We welcomed our new Parish Administrator, Michael Griffiths in June and are grateful for the experience he brings into this post.

In September, The Revd Dr John Barker was licensed at The Old Deanery as our new Associate Priest and he joined us in October. John brings with him a wealth of experience from a variety of different contexts and we look forward to working as a team as we prepare for a new incumbent.

It was announced in October that our new vicar and priest-in-charge of St Mary-at-Hill will be The Reverend Nicol Kinrade, currently chaplain to the Bishop of Hereford. We very much look forward to her joining us in the New Year.

This year we have continued our support locally of the City Hygiene Bank and the Bow Foodbank and our vicar was a trustee of the First Love Foundation, supporting its work with those facing poverty in Tower Hamlets. Our Porch Room is a local community resource and supported local groups through the year as an excellent venue for meetings and events.

Our local cluster of churches continued to take shape and develop. Our relationships with St Mary-at-Hill and with St Margaret Pattens have been maintained and grown in 2024 and we look to this going from strength to strength in 2025 with increased opportunities to work together to shine Christ's light on Tower Hill and beyond. We are thankful to Bishop David Urquhart from our local cluster for his support over the interregnum. All Hallows cherishes its involvement in the civic life of the City, through its association with Tower Ward Club, the Livery Companies and the Corporation of London with All Hallows clergy continuing to provide chaplaincy to a wide range of livery, ward, and other groups within the City of London and the wider community.

As we look across the world, we are thankful for our international links with the Diocese of Cyprus and the Gulf and our annual hosting of the Friends AGM and service. We welcomed the new Bishop for the Diocese, Sean Semple, to his first service here with us.

We have seen a growth and deepening in faith through our faith education programme, including '*Meeting God in Mark*' for our Lent groups, a summer reading group where we read '*Phoebe*' by Paula Gooder and Isabelle Hamley's book '*Embracing Humanity*' for our Advent Book group.

We encourage a journey 'from tourist to pilgrim' for the many visitors to the church through our *Encounter* prayer and faith resources and include prayers left on our prayer board day-by-day into our services of morning prayer and in our Sunday worship. The clergy are available to pray with those who visit and offer one-to-one conversations and pastoral care.

The regular cycle of inclusive worship for our weekly Parish Eucharist, festivals and special services was enhanced during the year by the newly created Tower Hill Voices. Numbers at our Sunday services remained steady and our Taizé worship on Wednesday evenings continued to attract those looking for a midweek time of prayer, sacred music and reflection in many languages.

We held Thanksgiving and Installation services for the four Livery Companies associated with the church and the Beating of the Bounds and Choral Evensong on Ascension Day, and special events and services, meant a year full of beautiful worship for our wider community. A special thank you to Bishop David for all of his support during these special services.

Our Christmas Services of Lessons and Carols with ToCH, Community Carols by Candlelight, Taizé around the Crib, Midnight Mass and Christmas Day services, with the music of the newly created Tower Hill Voices, were very well attended, as were the carol services for the Mission to Seafarers, the Worshipful Company of World Traders, Marsh McClennan, RPC, HMRC, the Sailors Society, Streetwise Opera, the combined service for the companies of Bakers, Watermen and Woolmen, and the Churches Conservation Trust, as we celebrated God with us in the wonder of the Christ Child.

Collections taken at our Christmas services went to support the Bow Foodbank, a local charity offering food and emergency items to those in crisis in Tower Hamlets, and to the Bow Hygiene Bank, which is run in the City by the Revd Nick Mottershead, and donations have come in well – many thanks to all who have contributed at a time when the steep rise in the cost of living has left many families struggling to buy the basics.

Many thanks to Adey Grummet (History & Education Officer), David Cook (Organist), Seán Boyle (Verger), John Simpkins (Caretaker) and Patricia de Moura Carara (Cleaner) for their part in All Hallows being a place of welcome, and for their dedication to the life of the church. We are thankful for the many volunteers and City Guides who offer welcome day-by-day to our many visitors from all over the world. Together we are a vibrant community.

We are very grateful to our churchwardens, Ken Marshall and Di Robertshaw, and Deputy Churchwarden Robert Stichbury; for all the many ways in which they contribute to church life, worship and organisation. We are thankful to all who offer welcome and hospitality and take part in the worship and prayerful life of the church, through reading and leading intercessions, serving and music, as well as those who serve on our PCC and committees.

All Hallows is in very good heart and open to the future.

Weekday Ministry Report

The Revd Jennifer Midgley-Adam, Curate

Regular Weekday Services

As we went into interregnum, morning prayer was not said every day in church. A poster explaining why and a link/QR code to where people could find morning prayer being said was daily put up in the Lady Chapel. The

weekday Eucharist continued on Thursday mornings and has grown with people working locally attending as well as those passing through London for work or holidays. I am very grateful for the support of Canon Roger Hall, Chaplain at the Tower of London, for occasionally covering this service and his incredible support and kindness during the interregnum.

As part of commitment to the local cluster, clergy are attending the Thursday lunchtime Eucharist services at St Margaret Pattens, assist at communion, and cover when Fr Andrew Keep is on holiday.

Taizé

The weekly Wednesday evening Taizé service continued to be well supported this year, with a number of new members of the regular congregation as well as many visitors to London who have particularly looked for a Taizé service while they are in London. We held special services on Ash Wednesday, during Holy Week, and at Christmas. On the Wednesday closest to St Ethelburga's Day we were joined for the service by members of the Company of Entrepreneurs as they remembered their patron saint, and our beautiful icon of Ethelburga took pride of place at the front of church. It has been good to continue our strong relationship with the Company of Entrepreneurs.

Many thanks to musicians, especially Olaf and Emlyn, who attend so faithfully and produce a high standard of music. Thanks, too, to Sean Boyle our verger who ensures people from around the world can participate in our services via Livestream.

In the Summer we held a special 'Celebration of Taizé' service with people sending in their favourite chants and we sang three times as many chants in a wonderful evening with refreshments afterwards.

Special services

We were also very glad to host the yearly service for the Friends of our linked Diocese of Cyprus and the Gulf for their annual Eucharist and meeting during the summer. Our thanks to Di Robertshaw and all who helped provide lunch and refreshments to welcome them and renew friendships.

In August we welcomed The George Cross Island Association again for their Service of Remembrance and Act of Commemoration here with an item in the service given by a member of staff from the Malta High Commission. The Knollys Rose ceremony was again a day of witness as we processed through the City of London and talked to those we met.

In September, The Merchant Navy Day was officiated in Trinity Gardens by All Hallows clergy, welcoming the First Sea Lord and heads of world-wide Naval services to All Hallows after the service.

It was very good to be able to welcome back the Maritime Foundation for their annual service in October. New names were added to the memorial book held in church and it was moving to talk to those who attended to remember family members or friends lost at sea.

In October we held the 30th Anniversary Service for the Maritime Volunteer Service which was very well attended with The Lord Mayor, Prince Michael of Kent, and Admiral Sir Alan West, former First Sea Lord.

The long-established link between All Hallows and HMRC was maintained with a Remembrance Service held in the Churchill Room at 100 Parliament Street and a carol service at All Hallows. We welcomed The Old Worcesters for their Act of Remembrance and led the Service of Remembrance in Trinity Gardens once again.

There have been three weddings here in 2024, 3 baptisms, 2 memorial services, and two internments into the Columbarium. All Hallows clergy have been out to lead two crematorium funerals. The All Souls service was again held in the crypt and there have been many names added to the list of those being remembered in the service.

Children's Ministry Report

The Revd Jen Midgley Adam, Curate

This year has been a year of small, but steady, children's attendance on Sunday mornings.

Provided activities have included worksheets, colouring, and activity sheets as well as opportunities to engage with the wider church community.

One child is now regularly reading in the I Am Eucharist Service and we are exploring other opportunities for involvement in the worshipping life of the community.

In 2024 three children were brought forward for baptism. There have been several enquiries about baptism that we are hopeful will take place in 2025.

Liturgical Minsitries

The Revd Jen Midgley-Adam, Curate

Throughout the course of 2024, we've had a steady rota of people reading and leading intercessions – many thanks for everyone who has lead us in these parts of our worship. With three people now singing the psalm, we are able to continue our tradition of sung psalms during our worship.

We have expanded our new team of Lay Communion Assistants who all hold a licence from the bishop. This has been a brilliant offering and a great support during the interregnum.

Many thanks to everyone who generously shares their time, talents and dedication to All Hallows.

Education & History Report

Adey Grummet, Education & History Officer

Guides & Volunteers

The Guides team has moved from strength to strength, with 8 new recruits joining us after last September's graduation from the CLG&LA course. This brought our current team numbers up to 34 members - an astonishing demonstration of enthusiasm and generosity towards the church. I am grateful to longer-standing members for their part in supporting and training our new recruits as each one spends two or three shifts shadowing an existing team member before taking a shift in the rota on their own. This system of familiarisation with the church has grown up organically and seems to work really well for everyone. All the new recruits are now confident to Guide on their own.



The podcast series has been a good success with 10 episodes published in 2024. The series continues and all back-episodes remain available to listen to. I have continued to write and record episodes and encourage each Guide to dream up a topic for our conversations. We are grateful to the Guides once more in their support for this project.

Private tours of the church have continued to be popular, particularly with academic (both UK and international) and U3A groups, and our Guides are most generous in supporting this stream of donations to our finances. The fee for a group tour remained at £5 per head in 2024.

After a visit here from members of the guiding team at Southwark Cathedral in August, their Volunteer Co-ordinator offered a reciprocal tour of the Cathedral in September. A group of around a dozen of our Guides was delighted by the warm welcome we were given and the fascinating tour. It would be good to nurture this relationship.

Whilst many of the Guides know each other away from AH, it is not often that a particular AH team event is held and members have always enjoyed the chance to socialise together. In years past, we have always held a lunch at which the team of Guides can all meet. This was part of our 'thank you' to them all and was always enjoyed thoroughly. I regret that we have not held the lunch since Covid times and would very much like to restore the event.

With the climate around Safeguarding currently, it was good to have two training sessions focussed on the Guides' work in the church. These took place in July and were blended sessions, so were attended both in person and online. Feedback on these was very positive and most said they found the discussions arising from the Diocesan Basic Awareness Course most useful. We plan to require the Guides to undertake this training annually from 2025. Many of the Guides also undertake similar training in other venues they work in and we have tried to acknowledge this to date. Perhaps it is a good idea to include an additional section on our H&S and Fire procedures in future training sessions.

With Katherine and Charlie's help, I have worked for some time to write a new (much shorter and less complicated) Volunteer Policy. This work I completed in April. The PCC decided to postpone its adoption until a new Vicar was in post.

Shop

The shop has continued to be a regular source of income for the church. The stock lines have remained popular and consistent, with the focus on prayer aids of varying types. The only exception to this are the very cute carved wooden church mice, which I have had to reorder with increasing speed. At Christmas, I experimented with a few

seasonal stock lines from a Fair Trade supplier. These proved successful but not wildly so, and the last of them sold during January and February. I intend to repeat the order in 2025 and then assess how successful seasonal stock may be.

The last of our range of books has now sold and I will not be replacing them. Most of the Pitkin titles that pertained to AH are now out of print and the stock was too easily stolen if the shop was unattended.

Displays

In addition to the huge success of the display of Shackleton's crows' nest in 2023, the discovery of the original ship, The Quest, in waters off Newfoundland in July meant that public interest in the crows' nest received a great boost.

It was wonderful to see our beautiful icon of Ethelburga finally hung in the vestibule of the church. As the Saxon arch is now regularly the first point of access for visitors, there has been much interest in it, and I very much enjoyed researching and writing the displayed information.

Outreach

Our faith-based resources of prayer cards and leaflets as well as the Prayer Trail and, in Lent, the Stations booklet continue to be well used, and I restock and reprint regularly. In 2024, we have given away around 4000 of the Explore series of prayer cards, with the most popular titles being Finding Peace and Being Thankful. Of the Gospel Imprint leaflets, I reprinted 25 copies of each of the 25 titles each month or so. The most popular titles here have been Becoming Who I Am, Who Is Jesus? and How Can I Pray?. I reprinted 30-40 copies of the Prayer Trail and 20 copies of the I Don't Know Much About Church leaflet weekly.

The Stations Of The Cross prayer trail was also popular during Lent once more. In 2024, Revd Jen also uploaded the recordings I made of the trail (during Covid lockdowns) to Spotify. These are now available to anyone who wishes to pray the trail remotely and we have had requests from people in the US grateful for this resource.

The group of Blue Badge Guides who run the Fire of London walks have been regular in their visits to the church. The popularity of their workshop has been pretty consistent with primary schools and it is always lovely to have the church full of school children. This is a particularly successful partnership for AH as the workshops are completely managed independently.

We have often had schools ask to visit when doing their own Romans or Fire Of London outings. We have been happy to welcome them as a break point along their way or as a venue to rest and eat their lunch. Rhodes Avenue Primary School in particular visits us annually.

Clio's Company continue their bi-annual residency with us, Saxons in the Spring and Romans in the Autumn. The scaled-down version of the plays, with one actor and one workshop leader (Jay and Lissa themselves) has been partially effective but the season has now been restricted to two weeks each time to consolidate the bookings and be less disruptive to the regular church life and calendar.

Practical/Site

One issue that must be addressed with Clios is the amount of scenery, props and costumes stored on our premises. Now that they are no longer used, they are falling into poor condition and taking up much-needed room in our limited storage space. I have spoken to both Lissa and Jay in 2023 and 2024 about what might be possible in this and, whilst they are supportive in this problem, I am not sure how we might begin to address this issue currently.

Panning back on this last thought, I believe it would be timely to think of assessing the capacity and the use of all our storage spaces (North store, South store, Treasury and attic) as they are currently very disorderly and dirty. As we hold so much archival material on site (not only our own but we also hold some archives from St Georges Cathedral Baghdad), it would be wonderful to free up possibilities and to be able to utilise our available storage areas more creatively and readily. I also think that the North store toilets are in a condition that do not meet H&S directives. It would be good to explore how we might better serve our visiting school groups and improve on the current unfortunate impression they give.

Enquiries

I have continued to attempt to answer all research enquiries that come to AH and always enjoy the 'rabbit-hole' that each one sends me down. Highlights of 2024 include:

- A visit from the family of Colonel Carkeet-James commemorated in the large window in the South aisle
- A visit from the great grandson of Michael Colman, Associate Vicar here in the 1940s
- I advised author Gwenllian Williams on plot details and liturgical practice for her latest historical murder mystery

...and this message from an American student was particularly heart-warming.

My name is Abigail Cunningham, I am a student who visited All Hallows by The Tower. I wanted to extend my appreciation to the tour guide who showed some of my classmates and I around the church today. We had been given a map and sent on a self guided tour for the three hour class period, and while we struggled to find most things, our time at All Hallows was truly a gem. The guide (I believe Andrew Sharpe) was extremely helpful both in the explanations of the space and in connecting us to some of the American bits of history. It was easily one of the best parts of my day, and I wanted to extend thanks to the people responsible. There was so much information that I know we could not have gotten on our own.

Looking Forward

Through a period of change and uncertainty, I have sought to be the best support to Revd Jen and to new colleagues that I can. I have much enjoyed getting to know Michael and am most grateful for his good humour and flexible approach to my unpredictable timetable and to all the surprises that AH throws up on a daily basis. I look forward to 2025 and hope for consolidation and a continued positive, creative reaction to all that comes through our doors.

Fabric Report

Ken Marshall & Di Robertshaw, Churchwardens

The year has been a great success for All Hallows in that our plans to refurbish the Aisle Roofs were fully implemented at the year end after several years of delay in obtaining the permissions required.

The total refurbishment was planned not only to stop leaks within the severely decayed Tarmacadam covering but importantly also to improve to a high standard with latest products the insulation, seal the surfaces with layers of bonded coverings, whilst also improving the associated Stonework, guttering and drainage. Cleaning and repoint of associated stone and brick work was also carried out to satisfy the relevant sections of the Quinquennial Survey report. In planning this work the PCC had been determined to make the surfaces environmentally sustainable which was achieved by adding a green roof to the north Aisle area and Solar Panels to the south facing Aisle roof all of which satisfy and exceed Planning needs. At year end the church is already receiving energy input and this furthers our intention to become as close as possible in a Grade I listed building to a net zero condition. We would acknowledge the meticulous attention to detail applied by the Contractors, Surveyors and Our Inspecting Surveyor Bob Wilson Consultancy.



The Fabric Committee met on Zoom three times to discuss the Fabric needs of our ancient Listed Church. The main item being the Roof Work naturally occupied the most time discussing potential Contractors, obtaining Quotations, checking safety and Insurance aspects and implementing all aspects of the Contract.

Other items discussed and considered included the continuing stability of the Weathervane which appeared satisfactory. Repairs were effected to Pavement stoneware to the north and south porches. The CCTV was updated to a high specification to more clearly identify any law breakers. Our commissioned St Ethelburga Icon was securely installed.

Routine maintenance works were carried out within All Hallows and St Dunstan in the East to keep the buildings in a clean and well ordered condition. Some minor works were effected to the Parish House. Other plans for works to the Organ, north Store and Office Corridor space were kept in mind but had to be deferred as they were considered to be of a lower priority to the renovations of the Roof.

Finance Report (year ended 31 December 2024)

Kenneth Marshall, Churchwarden

(To be read in conjunction with the Balance Sheet, Statement of Financial Activities and associated notes). This report together with that of the Vicar and the rest of this Booklet forms an important part of fulfilling the accounting requirements of the Church Accounting Regulations (CAR) 2006 and the Charities Act 2011.

Summary

This report covers the year in which we almost resumed normal activities recovering footfall, much of it from Tourism. The Charity's financial situation has continued to be satisfactory although it continues to seek to do better while inflation is still presenting serious difficulties.

The effect of Inflation is even more crucial when considering the invaluable Listed Places of Worship Scheme, whereby Listed Buildings such as ours are able to recover VAT for repair etc., is strongly rumoured to be greatly reduced by Capping in the near future. Accordingly we are relieved we took the decision to undertake the major repairs and improvements to the north and south Aisle Roofs should it transpire we were able to recover all the VAT rather than a smaller capped sum.

Overall the Statement of Financial Activities sets out that while both overall Income and expenditure have increased, the main reason is for roof repairs offset to a valuable degree by specific Grants. This resulted in us ending the year with a deficit of £33,393 compared with a surplus of £56,125 in the previous year.

Income

The main income results from the continued use of our properties and Grants to produce a favourable cash flow, together with income from deposit interest and investments with the CCLA Church of England Funds.

The Wakefield and Tetley Trust have again been able to continue their historic support of All Hallows which has over such a long period of time to facilitate the All Hallows Ministry and its outreach on Tower Hill. We would also acknowledge with gratitude the non-recurring Grants made so helpfully by City Church's Grants Committee and others which together produced an inflow of £238,747.

Collections were lower where Planned Giving, Collections, Donations, Church Giving and Gift Aid tax recovery reduced to £123,108 (£184,565). Church Rate improved significantly from £7,859 to £12,747. Rental Income of properties was reduced at £113,466 (£141,545). Bank Interest and Investment Income benefited from improving rates at £21,435 (£13,898). Receipts from Church Activities improved to £24,107 from £22,170.

Expenditure

We have previously drawn attention to two significant elements of expenditure in this compared with previous annual accounts due to the significant swings in the cost of Energy Utilities expenditure with capping imposed by the Regulator also to a lesser degree in weather changes. However as much of the consumption goes to off takers, the nett costs to the Church are less significant.

The overall cost of generating funds reduced from £125,613 to £94,571. Church Running Expenses were broadly similar £71,032 (£74,272), reflects the efforts to control daily running core costs.

The major renovations and improvements of the Major Roof Repairs cost £297,551 from the use of restricted Funds. Deducting this large item from the Church Repair and Maintenance Note 15 and adding other Property Upkeep it will be seen those other repairs were up £26,176 (£5,019). Larger items have long term value being renewal of Fire Extinguishers costing £4,164 and CCTV £3,537.

We paid the Diocesan Common Fund £77,500 (£75,500), while other Clergy and staffing costs reduced to £145,205 (£150,175). Our Charitable Giving was very slightly less being £6,187 (£6,244)

Reserves Policy

The PCC maintained its Policy to keep a Reserve of six months of its normal running expenditure for operations, normal daily maintenance of the fabric of our Grade One Listed buildings. The major works to the Roof referred to in the Fabric section of this Report had been provided for within the Restricted reserves. Simultaneously we have been seeking to build reserves for the next Quinquennial Survey and works to the Organ, ground floor accommodation and the North Store basement.

Acknowledgements/ Appreciation

Members of the PCC, and its sub committees have met both in Person and on Zoom frequently throughout the year and we have valued each person's contribution greatly during what has been an unusual and somewhat testing year.

Mr Rassoul Jam, who has been our External Examiner for some 18 years now, has confirmed the accounts are in good order. We wish to acknowledge once more how much we appreciate the integrity and quality help he has given each year. We also acknowledge the controls and record keeping exercised by Mr Kevin Ogilvie of Charity Bookkeeping, our Finance Officer, and both Charlie Watkins, and his successor Michael Griffiths as our Parish Administrator.

These Accounts were approved by the Parochial Church Council at their meeting on 27th March 2025.

Statement of Financial Activities for the year ended 31 December 2023

	Unrestricted & General Funds	Designated Funds	Restricted Funds	TOTAL 2024	TOTAL 2023
	£	£	£	£	£
INCOME					
2 Planned giving	14,251	-	-	14,251	19,259
3 Collections & other giving	5,094	-	-	5,094	7,708
4 Other voluntary receipts	98,128	-	238,547	336,675	148,713
5 Gift Aid recovered	5,835	-	-	5,835	8,885
6 Other receipts	110,380	-	56,693	167,073	132,617
7 Activities for generating funds	2,560	-	-	2,560	3,673
8 Investment income	131,865	3,036	0	134,901	155,443
9 Receipts from church activities	24,107	-	-	24,107	22,170
TOTAL INCOME	392,220	3,036	295,240	690,496	498,468
EXPENDITURE					
10 Cost of generating funds	94,571	-	-	94,571	125,613
11 Missionary & charitable giving	-	-	6,187	6,187	6,244
12 Parish Share/Common Fund	77,500	-	-	77,500	75,500
13 Clergy & staffing costs	117,592	-	27,613	145,205	150,175
14 Church running expenses	55,268	-	15,764	71,032	74,272
15 Church repairs & maintenance	14,357	-	309,370	323,727	2,731
16 Other property upkeep	-	-	-	0	2,288
17 Other support costs	5,667	-	-	5,667	5,520
TOTAL RESOURCES USED	364,955	0	358,934	723,889	442,343
NET (DEFICIT)/INCOME	27,265	3,036	-63,694	-33,393	56,125
GAINS & LOSSES ON INVESTMENTS					
Realised	-	-	-	0	0
Unrealised	-	5,139	-	5,139	19,463
NET MOVEMENT IN FUNDS	27,265	8,175	-63,694	-28,254	75,588
Balances brought forward at 1/1/2024	429,846	75,194	52,700	557,740	482,152
Transfers between funds	-	-40,230	40,230	-	-
BALANCES CARRIED FORWARD AT 31/12/2024	457,111	43,139	29,236	529,486	557,740



Safeguarding Report

Siobhán Martin, Safeguarding Officer

Protecting the most vulnerable amongst us has always been a sacred mission we have taken extremely seriously at All Hallows. With the recent profound reckoning within the Church of England on safeguarding failures, we have continued our utmost commitment to care and safety.

Key actions we have taken in the past year include:

- Training senior leadership including Churchwardens, the Safeguarding Officer and other PCC members to the appropriate level through the Diocesan training program. Approximately 30 hours have been devoted to the endeavour in total by the team in the past year.

- Hosting a site visit with the Diocesan Safeguarding team to review and update our practices and procedures.
- Posting clear communications for reporting concerns, including the creation of a safeguarding mailbox for confidential reporting.
- Setting an action plan for 2025 and beyond to remain safe. This includes updates to our volunteer policy and the requirements for PCC members at time of election to make accountabilities and consequences clear,
- Updating and running a program for our welcomers and guides to increase their understanding of our church and activities including the importance and practical steps to take around safeguarding.
- Continuing to work closely with the Diocesan Safeguarding team to proactively discuss and ensure appropriate handling of safeguarding matters as they may arise.

As a result of these actions we are confident we shall remain faithful to our protection duties, particularly supported by the culture of our community ensuring that any concerns will be raised and addressed promptly and with appropriate care. We are now in the process of selecting and appointing a new Safeguarding Officer for the Parish to carry forward our care into 2025 and beyond.

City Deanery Synod Report

Di Robertshaw, Deanery Synod Representative

Area Dean: Revd. Katherine Hedderly to April 2024, Revd. Laura Jørgensen (St Botolph, Aldgate) April 2024

Area Sub-Dean: Revd. Canon Jack Noble (St Giles, Cripplegate) from April 2024

City Deanery Synod Meeting 5th February 2024 welcomed the Lord Mayor Alderman Michael Mainelli, the Lady Mayoress, and the Mansion House Team to the St Botolph's Church Hall, Bishopsgate. The Lord Mayor's 2023/24 Mayoral Priorities are "Connect to Prosper", promoting the City's strengths in solving global challenges, linking to the main topic.

Main topic: Artificial Intelligence (AI) and the City: an ethical Christian perspective

The Revd. Dr. Malcolm Brown, Director of Mission and Public Affairs for the Church of England leads the team responsible for the church's response to issues of political and social life and public ethics. The issues of AI are relevant to the whole structure of life in the UK. Visioning in the CofE related to fast moving AI is likely to be controversial, there needs to be more input from the Christian ethical viewpoint. Malcolm Brown identified 3 areas of anxiety related to the use of AI:

- **AI is new and moving at a pace.** It can 'learn' fast but is dependent on being managed. How do we know about AI and what do we do about it – what is learning and truth? Our ideologies and belief systems frame our knowledge. As in medicine we have the technology to do much but is AI right for every situation – we can use it – but should we use it?
- **AI does things we cannot, it had immense capacity to develop** – but social change and capacity develop much slower. What does the evidence look like through the prism of faith? Will worldwide faiths be designated irrational and considered high risk for insurance? Anxieties come out of all new ideas – the industrial revolution anxieties regarding machines replacing human activities are replayed with AI.
- **AI tests the robustness of our anthropology** and sense of self and Christian ethics can make a difference as a core characteristic to elevate rationality of being there and identifying those unable to communicate normally. Futurologists may replace accountants but other roles using empathy and soft intelligence will be needed instead.

Rory Anderson, Synod Lay Chair, presented the Lord Mayor with a King James Bible. The Lord Mayor expressed it was an honour to speak to Synod and thanked Malcolm Brown for the insightful presentation and thanked Synod for their gift.

After the Mayoral Party left, a Q&A session with Malcom Brown exploring the loss of emotional and empathetic skills with increasing technological advances loss of jobs and decline in volunteering.

At the end of the meeting a question was raised regarding asylum seekers and conversion to Christianity to which Malcolm Brown responded, having worked on the political responses and comments in his role within the CofE

Synod then gave thanks and good wishes to the Area Dean Katherine Hedderly on her last meeting before taking up her appointment as Archdeacon of Charing Cross.

City Deanery Synod 19th June met at Temple Church commencing with a service of Choral Evensong

The House of Laity elected a new Lay Co-Chair Mr Alexander Rayner (St. Magnus the Martyr)

The new Area Dean, Revd. Laura Jørgensen thanked Rory Anderson for his 16-year service as Lay Chair, Rory was presented with a card and gift to mark the considerable service given to the City Deanery Synod

The House of Laity moved to the Garden of the Master of the Temple to join the City Deanery and members of Westminster (St Margaret's) Deanery Synod for a reception and networking event with the Bishop of London and the Archdeaconry Teams

City Deanery Synod met on 9th October at the church of St Andrew by the Wardrobe. (Recently refurbished)

The main topic: Ecumenical Use of City Churches

Four presentations were given, 2 of which were linked to All Hallows by the Tower/St Mary at Hill

a. Sarah Alder – Taizé Service at All Hallows by the Tower, Wednesday 18:00

b. Revd. Canon Jack Noble, Vicar, St. Giles Cripplegate, and Martin Pendergast, St Joseph's RC - An Ecumenical Partnership: Jewin Welsh Church, St Giles, Cripplegate, St Joseph's Roman Catholic Church, Wesley's Chapel and Leysian Mission have a relational setting with each other which is non-sacramental – social, joint education groups and pilgrimages

c. Assistant Pastor Sebastian - St Annes's Lutheran Church, St Mary at Hill 11:00 Sunday

d. Father David, on behalf of Archbishop Angaelos - Egyptian Coptic Orthodox Church at St Andrew by the Wardrobe – 'The Sanctuary' – Liturgy Thursday 06:30 – 08:00 followed by breakfast. Father David highlighted the ancient Coptic Orthodox Church is over 2000 years old. In the UK/Ireland there are 20,000 Copts.



Hospitality Report

Kate Price

As I did last year, I would like to express my thanks to the heroes and heroines who have made the delivering of our hospitality programme possible. They are Norma, Szabina, Yasuko and Robert, Sarah and me. In addition, we are delighted to welcome Jenny and Ewell as part of the team from May to September or October. Rebecca and Jill had to step back temporarily as Rebecca had surgery on her feet. Equally Lizzie and Chris have had to take a break due to the birth of their lovely baby. However, I am delighted to report that we have gained Ella Barker, the wife of our associate priest John Barker as well as Kelsey Lydia and her husband Nitin. We are delighted to welcome these new comers; we are also very lucky that Robert and Yasuko are so brilliant as trainers. They show new volunteers

the ropes and it is really helpful. This is the stalwart team that is on call all the time. And I thank them very much indeed.

I would like to invite other people who are not on the ROTA to think about coming on board. It is really not difficult and it is basically about making tea and coffee, and putting out biscuits and chatting to people as you serve and then clearing away. Robert and I even updated the USER GUIDE last year, and though I say it myself, we made a good job of it! SO, If you feel so inspired, just have a word with me or anyone else on the Team. And you won't be going in at the deep end; as I mentioned, newcomers always have the benefit of some training

In addition, I would just like to emphasize that doing teas and coffees in Church is great fun as you have a superb chance to chat to people - stalwart members of the congregation as well as newcomers and tourists. It is very interesting.

Finally, to give you a birds eye view across the year, I can say that we have managed refreshments every Sunday as well as the Christmas mulled wine and mince pies and stollen at Christmas time ! Some of us also helped out on Marathon Sunday. Di always runs a refreshment stall in the Church and we serve marathon onlookers as well as relatives and friends of those actually running! It is a very exciting afternoon as the runners go right past the Church and we have plenty of opportunity to slip out and watch!

Many thanks again to everyone who has given so generously of their time in this crucial outreach of the Church.

A Year In The Life Of All Hallows



During 2024 we said farewell to Katherine and Lauren; Sophia; and Charlie



The storm clouds might gather on the outside, but it has stopped raining on the inside with the successful completion of the roof project – and we're generating our own energy too.





Cluster Clergy – The clergy from our Cluster meet with the Area Dean



Hard to Beat – Students from St Dunstan's College get ready to Beat the Bounds in the middle of the River Thames



The Lord Mayor and his Sea Cadet at the 30th Anniversary Service for the Maritime Volunteer Service



A warm welcome – The Revd Dr John Barker is licenced as our Associate Prest at The Old Deanery



Star in the East – All Hallows is ready to host several Christmas Carol Services

Procession of Palms – The Palm Sunday Procession makes its way to All Hallows



Looking to the future



At the end of 2024, The Revd Nicol Kinrade was announced as our new Vicar. Nicol's Induction and Licencing Service with Bishop Sarah and Archdeacon Luke was in January 2025





The Team at All Hallows

Vicar

The Rev'd Nicol Kinrade
(from 12/01/2025)

Associate Vicar

The Rev'd Dr John Barker
(from 9/12/2024)

Curate

The Rev'd Jennifer Midgley-Adam

Parish Administrator

Charlie Watkins (to 18/06/2024)
Michael Griffiths (from 11/06/2024)

Education & History Officer

Adey Grummet

Organist

David Cook

Churchwardens

Ken Marshall & Di Robertshaw

All Hallows by the Tower

with St Dunstan's in the East
Byward Street, London EC3R 5BJ

Tel: 020 7481 2928 Email: parish@ahbtt.org.uk

Registered Charity No. 1129137

www.ahbtt.org.uk

@AllHallowsTower

[Facebook.com/ahbtt](https://www.facebook.com/ahbtt)

Printed on 100% recycled paper as part of All Hallows' Eco Church commitment.