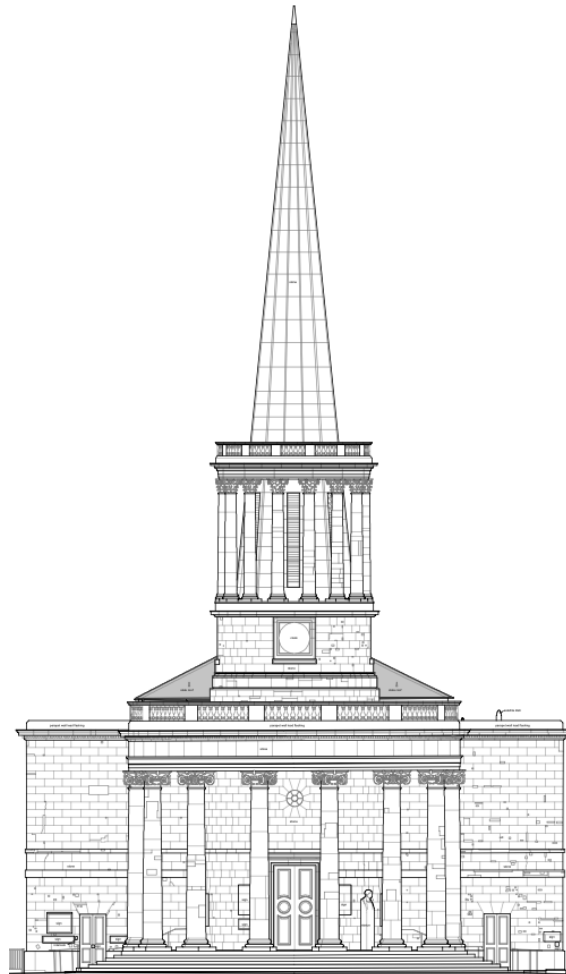


ALL SOULS



ANNUAL CHURCH MEETING 2025

THURSDAY 15 MAY 2025

Annual Meeting of Parishioners (AMP)
& Annual Parochial Church Meeting (APCM)

AGENDA - All Souls Langham Place, 15 May 2025 (7pm)

Annual Church Meeting Part 1: Annual Meeting of Parishioners (AMP)

ITEM	SPEAKER
Opening Prayer and Introduction	Rector
Election of the Clerk	Rector
Apologies for Absence	Rector
Appointment of Tellers (also for APCM)	Rector
Approval of the Minutes of the 2024 AMP	Rector
Election of Churchwardens	Rector

Annual Church Meeting Part 2: Annual Parochial Church Meeting (APCM)

Approval of the Minutes of the 2024 APCM	Churchwarden
Elections to the Church Council (PCC)	Churchwarden
Report on the Electoral Roll	Churchwarden
Written Reports <ul style="list-style-type: none"> A. Church Council (PCC) Report B. Proceedings of the Deanery Synod C. Fabric, Goods and Ornaments of All Souls, Langham Place, St Peter's, Vere Street and St Paul's, Robert Adam Street D. World Mission E. Langham Arts Trust F. All Souls Serve the City G. Safeguarding 	Rector
Treasurer's Report	Treasurer
Receipt of Audited Accounts 2024, and Appointment of Auditors for 2025	Treasurer
Any other Business To be notified to the Rector of Churchwardens by 1.30pm on 15/05/25	Churchwarden
Results of Elections	Churchwarden
Appointment of Sidesmen	Rector
Appointment of Lay Readers	Rector
Report on the Ministry of All Souls	Rector
Time of Thanks and Prayer	Churchwarden

MINUTES OF ANNUAL MEETING OF PARISHIONERS (AMP)

Tuesday 14 May 2024, All Souls Langham Place

Opening Prayer and Introduction

1. The Rector, Charlie Skrine, opened the meeting; the meeting began with worship and prayer.

Election of the Clerk

2. Fiona Ochan was appointed as Clerk to the meeting. **Proposer Louise Smith was Jenny Hawkins. Vote passed unanimously.**

Apologies for absence

3. Apologies had been received from: **Martin Mills, Paul and Janet Scott, Jacob and Hannah Durham-Moran, Frances Walton, Paul and Fe-Yen Swainsbury, Laura Ellerton, Henrietta Luis and Caroline Luis, Michael and Kate Sharp, James Brightwell and Vanessa Radom, Melanie Fitton, Carol Summers.**

Appointment of tellers (Also for APCM)

4. The meeting approved the appointment of tellers (also for the APCM): Nathan Van Sittert, Rachel Baughen, Julia Trarbach, Zelia Zeng Matthaeus Ogi, Wei Yee Chan

Approval of Minutes of Annual Meeting of Parishioners held on 16 May 2023

5. The Rector confirmed one correction, on the Electoral roll numbers for 2023, this should read 992 instead of 994.
6. The minutes were approved as a true record. There were no matters arising.

Election of Churchwardens

7. The Rector thanked Rob Turner for serving as Warden for 6 years, and noted that he is now standing down. Churchwardens are elected annually for up to 6 years. Thanks were given to him and Claire. The Rector explained that he had received two nominations for Churchwarden (these had to be made in writing in advance of the meeting):
 - a. Joanna Richards, proposed by **Mary Currie** and seconded by **Fiona Ochan**; and
 - b. Joel Huang, proposed by **Steven Ho** and seconded by **Grace Ong**.
8. **Joanna Richards** and **Joel Huang** were elected unanimously.

MINUTES OF ANNUAL PAROCHIAL CHURCH MEETING (APCM)

Tuesday 14 May 2024, All Souls Langham Place

Approval of Minutes of Annual Parochial Church Meeting held on 16 May 2023

1. The minutes were approved as a true record. There were no matters arising.

Elections to the Parochial Church Council

2. The Rector noted that there were eight vacancies on the PCC by way of rotation (terms of three years).
3. The Rector thanked those who were stepping down this year: **Celia Wyatt, Chloe Black, Grace Ong, Richard East, Michael Sharp, Brian Weaver, Fiona Ochan, Joel Huang and Louise Smith**. He then invited the meeting to make any further nominations in addition to the eight nominations received in advance. **No further nominations were received.**
4. This year there are 8 vacancies for a three-year term (by way of rotation) and 3 casual vacancies for one year terms making a total of 11 spaces up for election.
5. There were **15 candidates for the 11 places (Jordan Bee, Fran Browett, Bruce Hardie, Tim Holloway, William Kennedy, Felex Lau, Peter Luu, Beulah Musuku, Ben Okumu, Caroline Orji, Izzy Rickards, Victor Selvaraj Hosea, Alan Tonkin, Migdalia van der Hoven, Matt Wilson)**; The Rector thanked all 15 for being willing to stand and to serve All Souls in this way.
6. The Rector confirmed that the 11 places will be elected:
 - a. Those elected for the term of 3 years are: **Caroline Orji, Jordon Bee, Fran Browett, Peter Luu, Beulah Musuku, Izzy Rickards, Migdalia van de Hoven, Matt Wilson**
 - b. Those elected for the term of 1 year are: **Tim Hollway, William Kennedy, Victor Selvaraj Hosea**
7. The Rector congratulated and prayed for the elected members and thanked those who stood but were not successful.

Electoral roll

8. The Rector reported that as at May 2023, there were 992 people on the electoral roll. Since May 2023 97 people have been removed from the roll and 43 people were added and so the total on the roll for May 2024 is 938.

Written reports

9. The following written reports were received:
 - a. Annual report on the Proceedings of the PCC
 - b. Proceedings of the Deanery Synod;
 - c. Fabric, Goods and Ornaments of All Souls, Langham Place, St Peter's, Vere Street and St Paul's, Robert Adam Street;
 - d. World Mission;
 - e. Langham Arts Trust (All Souls Music)
 - f. All Souls Serve The City;
 - g. All Souls, Cleveland Street (final report); and
 - h. Safeguarding.

10. The Rector thanked all of those who had served in the areas covered by the reports. In particular, the Rector highlighted the safeguarding report written by Izzy Rickards who is the new Safeguarding officer until a permanent post can be found. The Rector asked Izzy to stand so people could see who she was.
11. There were no questions on the reports.

Treasurer's report

12. The Rector thanked Michael Hall (Treasurer) for his service as Treasurer and invited him to provide a report on the annual accounts. The Rector also invited any questions on the Treasurer's report to be submitted via the slido link provided on the screens.
13. Michael Hall (Treasurer) presented the 2023 accounts and thanked those who have given.
14. Update from the report.
 - a. The Report and Accounts for 2023 are available on the All Souls website. Again this year there was no audit letter.
 - b. The Treasure started with the total income of the church which fell to £3,337,170. Outgoings fell from a record high in 2022 by 18% to £4,116,206. General fund represents 66%, World Mission 16% and 18% going into the restricted Building Fund.
 - c. World Mission fund received £521k of income in 2023 mainly through standing orders, gifts and giving days. Grants paid by World Mission totalled £559k which is the highest in history. Money is distributed according to detailed work by the World Mission Committee and World Mission Senior Minister.
 - d. Reported accounts of All Souls are available on the Charity Commission website.
 - e. The Building Fund is the other large restricted fund. In 2022 we spent more due to the building project. We also spent a large amount in 2023. All the costs were covered vastly by the congregation covering a total of £1.4m. We also received grants from other charities including the St Paul's Trust.
 - f. The General Fund, this is the unrestricted fund, income fell by 6% to £2.2m in 2023 due to inflation and cost of living crisis impacting givers and Living in Love and Faith (LLF). Expenditure rose to £2.6m, slightly higher than in 2022, and there is a £331k deficit in 2023 for two large reasons: high inflation and cost of living. Inflation had an impact of 21% which is a lot more than we have seen in recent history which means outgoings are higher. We have also been impacted by Prayers of Love and Faith and that has left many members of the congregation making different decisions, such as giving to the MCC outside of the Church of England.
 - g. During the course of late 2022 and 2023, the Church Council undertook a number of exercises:
 - i. Spending review - took out costs of £550k. Put on hold some recruitment and involved some redundancies.
 - ii. Housing review - made some changes to the way we house ministers and made plans to change our response to needs in the future

- iii. Generating income - sitting on a number of opportunities to raise income, such as making the car park in SPRAS available for rental.
 - iv. MCC - we are in partnership with this charity.
- h. Looking ahead
- i. What is our strategy:
 - 1. We have a partnership with St Pauls Trust which has availed some funds.
 - 2. We are selling 25 Fitzroy Street - we accepted an offer and we are going through the sale process.
 - 3. We are also focusing on giving and we will continue to ask members of the congregation to increase giving whether through MCC or General Fund.
 - 4. Our values that underpin it
 - a. Everything we have is from the Lord.
 - b. We are a church and gospel ministry is our purpose and priority
 - c. We will invest in ministry growth
 - d. We believe in the grace of members giving in and to the local church
 - e. We will steward our resources to initiate, sustain and grow our ministries
 - f. We are to use our money for our gospel partnership
 - g. We have responsibility as an employer to care well for our people
 - 5. The Treasurer also noted 30th June as a Thanksgiving Day for the 200th anniversary celebrations and that 23rd November would be a day of Church family celebration, followed by special services on 24th November.

15. It was proposed that the accounts be accepted. **Proposed by Derek Low and Guy Pitt seconded. The vote was carried unanimously.**

Appointment of Auditors

16. It was proposed that Griffin, Stone, Moscrop & Co be appointed auditors for 2023.
Proposed by Liz Middleton, seconded by Amy Lau, carried unanimously.

Appointment of Sides men and women

17. The APCM acknowledged the appointment of the sides men and women known as front of house, who support and lead the stewarding at each of the Sunday services.
- a. The Morning Services - **Stephen Ho, Janet O'Brien, Fiona Lewis, Penny Clayden**
 - b. The 5.30 - **Grace McDowell and Sahil Minocha**

Report on the Ministry of All Souls

18. The Rector reminded the congregation of Acts 24. Reminding us about a number of storms we have faced.
19. Thanks were given to those who have rigged us for storms. Confident we are prepared for the next 10 years.
20. Some lessons we have learned.

- a. We have lessons from terrible abuse
- b. Working group in CofE met this weekend as well as the House of Bishops meeting to decide what to do this week.
- c. We are moving to strengthen our links with other groups and have achieved additional oversight (from Bishop Rob Munro) and be in relationship with those who believe in Orthodox teaching.
- d. The most significant thing is the MCC. The plan is to buy a property every 3 years via MCC in which we would be much prepared for the storm. Thanks to the MCC trustees.
- e. Only real safety is being humbly reliant on God. Not to confuse safety with the purpose of the church. Safety is important but churches are gatherings of Christians. To be a Christian is to be the apple of the Lord's eye and the church will be the reality of what he has built. We are here to serve the Lord until he returns. Pray and to celebrate everything we do.
- f. Goals for next year
 - i. Make this year, the year of the parish: 2024 - 200th anniversary of the building but also the formation of the parish. Use the 2024 anniversary to focus on the people of this parish. 54m enter or exit Oxford Tube each year and so within our parish there is the opportunity to serve and reach. 6,391 live and work in the parish and so we need to pray and think about how we can serve them.
 - ii. Other easy areas - ask each ministry area to look at local opportunities. Could we start a local communion service? Or a mid-week evangelism service. Could we do outreach to the shopping area?
 - iii. We want to send people out and at best the serving part of hundreds of churches is on a Sunday. Nations send their young people to London. We have a responsibility to send them back more mature Christians.
 - iv. Pray for those you sit next to each Sunday.
 - v. For each ministry we are involved in, how are we preparing...
 - vi. We want to prayerfully serve the world this year.

Wardens Thanks

21. Jo Richards opened with Philippians 1.

- a. She opened up about some of the challenging storms and the overall feeling is one of joy because of our partnership in the Gospel.
- b. Thanks were given that together we have hosted over 15k people to the church and 4k children. We commissioned 5 new World Mission partners and welcomed new people to Free English. We taught and equipped people and reached out to women in the sex industry and those affected by homelessness.
- c. As we celebrate our bicentenary, we will look back at many who have gone before us as well as sideways at those we partner with.
- d. Together we look to the head in Jesus and all the work he has done.
- e. Thanks for all the ways you have supported the wardens, Charlie as Rector and the Church Council.
- f. Thanks were given to the Church Council and particular thanks to those who have completed their terms. Thanks were also given to all those who stood.
- g. Thanks were given to the staff team and thanks were given to Charlie in his role as Rector and to his family.
- h. The wardens thanked the congregation for their commitment and gave thanks to the PCC and staff for their dedicated service and work carried out throughout the

year. A special thanks was given to Charlie and his family for their continued service to the church and the wardens led the congregation in a final prayer.

22. Joel led the meeting in prayer and the meeting ended with a hymn.

ELECTIONS TO THE CHURCH COUNCIL*

*(*also known as 'the PCC', the Parochial Church Council)*

Details of the nominees for the Church Council can be found by visiting allsouls.org/acm

WRITTEN REPORTS

A. Church Council (PCC) Report

Church Council (PCC) report by Wardens can be read on Page 3 of the Accounts Report found by visiting allsouls.org/acm

B. Proceedings of the Deanery Synod

Deanery Synods enable parish representatives to meet to discuss matters of common concern, as well as sharing developments within our various churches. Individual members are also the electors for the Two Cities Area Council (London and Westminster), the Diocesan Synod and the General Synod. We also appoint Governors to Church Schools within the St Marylebone Deanery. The number of places on the St Marylebone Deanery Synod from All Souls and therefore electors for other bodies is determined by the number of people who are members of the All Souls electoral roll.

The number of representatives that All Souls was entitled to elect to the St Marylebone Deanery Synod in 2023 was 14 and the following were elected for the period 2023 – 2026: Alison Burn, Derek Lowe, Stephen MacKay, Mary Currie, Jenny Gallagher, Sue Stamper-Iveson, David Rollason, Alison MacKenzie, Richard Bagwell, James Brightwell, Stephen Ho, Jonathan Morrow, John Ellerton and Rachel Oti. Mary Currie was elected as Lay chair of the Deanery Synod for the 2023 – 2026 triennium at the first meeting of the Deanery Synod in October 2023. Jenny Gallagher resigned with effect from 12th July 2024 and her casual vacancy was filled by Matt Wilson at the PCC meeting on 15th July 2024.

The elections to the Diocesan Synod for the new triennium 1 August 2024 – 31 July 2027 took place in July 2024 and the elected St Marylebone Deanery representatives in the House of Laity Diocesan Synod were Nathan van Sittert, Victor Truong and Paul Hawkins. Phil Keen was elected for the 2024 - 2027 triennium in the House of Clergy in the Diocesan Synod. Nathan van Sittert was also elected to the Diocesan Bishop's Council and Vacancy in See Committee. Charlie Skrine was elected in 2021 to the House of Clergy and Sophie Clarke was elected to the House of Laity on General Synod of the Church of England and this means that they also are ex officio members of the Deanery synod. Philip Rice was also elected to a casual lay vacancy on General Synod in December 2024 representing Stepney Deanery. Matt Wilson and Fiona Ochan were elected to the Area Council for the period 1 December 2024 until 30 November 2027. Sadly Fiona has had to resign and elections are currently taking place within the Deanery for a replacement. Mary Currie also sits on Area Council as Lay chair of the St Marylebone Deanery. She was elected Vice Chair of the Area Council in January 2025. This all means that All Souls has had a greater voice on issues of concern within the Church of England and in those able to elect representatives to the Diocesan Synod.

Beulah Musuku and Elsie Brown were ratified as Deanery appointed All Souls C of E Primary School Governors at the meeting of the Deanery in February 2025

Over the past 12 months St Marylebone Deanery has had three meetings.

The first was on 11th July 2024 at St John's Wood Parish Church when Archdeacon Katherine Hedderly reflected on her journey to being appointed to her current role from a background in the TV and Media industry through ordination, a curacy in Chiswick, an Associate Rector role and finally Rector and Area Dean in the City Deanery. She then explained what an Archdeacon role entailed and how she would be approaching it. This was followed by our annual summer party that took place on the vicarage lawn which gave a chance for Deanery members to meet each other.

The second meeting of the Deanery was held at St Paul's Robert Adam Street on 9th October 2024. At this meeting Michael Andrews highlighted that the bible starts in Genesis chapter 1 with God creating and seeing that his creation was good. In Gen 1 v 28 he highlights that he has made us to be creators. In Psalm 19 v 1-4 the heavens declare the glory of God. Music and art tell stories and help us to resonate with God's universal story. God wants his kingdom to impact the whole world and that includes the secular world and all aspects of life. When people understand the culture they can reach into the culture with music and art with messages of faith. Michael then showed how this has been accomplished throughout the ages with different pieces of music and took the opportunity to illustrate ways of doing this using big bands, orchestral concerts, such as Prom Praise and Prom Praise for schools, small music groups and singers in smaller settings such as Care Homes and schools, processions of witness and on line.

The final meeting of the Deanery in the last 12 months was held on 5th February 2025 at St Marylebone Parish Church when Revd Katy Hacker Hughes, the Priest Pastor of St Marylebone Parish Church provided a very helpful biblical overview of healing and wholeness through the scriptures. Healing and wholeness continued into the early church in Acts with Peter, John and Paul and in James 5 v 14. The church was then for many centuries in the forefront of caring for the sick. She then stressed that part of the church's on going ministry today needs to be focusing on healing and wholeness and challenged us to think about how this was best carried out. As a second agenda item Clare Meaney, the Two Cities Safeguarding Advisor, highlighted the parish dashboard which underpins the National safeguarding standards. She then explained that all dioceses are now being audited by an external company INEQUE against those standards and that this would take place in London from 9 – 12 September 25.

Mary Currie, Deanery Synod Representative, April 2025

C. Report to the APCM on Fabric, Goods and Ornaments at All Souls Church, Langham Place; St Paul's Church, Robert Adam Street; St Peter's Church, Vere Street and Residential Properties.

During the year of 2024

During 2024, the Estates Dept. worked in conjunction with all other staff as necessary, to ensure all parish buildings were kept secure and well maintained. Contact was established and has been maintained with the Security Services Anti-terrorism branch.

During 2024 works and repairs were restricted upon instruction from the PCC to only essential works of repair and replacement and any works of a compliance nature. Estimates were received for some capital projects but these have been delayed as to start dates.

All Souls Church & Church House

- The contract for the External Refurbishment of All Souls in time for its 200th Anniversary was discharged after completion of defects arising on 28th May 2024.
- In November 2024, the project was awarded the 'Gold Winner' award by the National Building and Construction Awards 2024 as Restoration Project of the Year. This followed on from several technical journals featuring the contract as upholding the highest standards of conservation.
- The Quinquennial Inspection dated August 2024 was received from the Quinquennial Inspecting Architect which indicates that very substantial expenditure is required in the near future on all the internal elements of the church.

St Paul's Church, Robert Adam Street

- Minor works only have been carried out during the past year.
- A local school, Weatherbys, continues to rent the main sanctuary for various purposes throughout the entire year.
- The Ground Floor garage has been let via a Parking Agency throughout the year including three separate long term rental spaces. The entire basement parking area has now been brought back into use although the restricted size of the vehicle lift means that larger vehicles are unable to use the basement.

St Peter's Church, Vere Street

- The London Institute for Contemporary Christianity (LICC) continues to rent the building from All Souls under a licence which expires at the end of 2025 and only minor internal and external work was carried out during 2024.
- ASLP has continued to liaise closely over the proposed redevelopment of a nearby office building in Chapel Place to ensure St Peter's Church's interests are properly represented, especially with regard to Right to Light issues. The intended redevelopment was however terminated at the end of 2024 with the site being sold on to other developers.

All Souls Clubhouse

- No significant work has taken place during the year although maintenance work has continued.
- Lettings to external groups continue to increase.
- Catastrophic failure of the heat generating plant in August 2024 has meant a new scheme being prepared which will address future issues of decarbonisation in substantial ways. Meanwhile all-electric space heating has been temporarily installed at a cost of approximately £25,000.00. PCC has approved expenditure of £500,000.00 for new heat generating plant at some time in the future when funds allow.

Residences

- Lettings to external tenants on Assured Shorthold Tenancies continue.
- Other accommodation has been the subject of changing occupiers according to staff changes.
- Flats 1 and 2, St Paul's Court continue to be let to external tenants.
- Works of general maintenance and cyclical testing were carried out to all properties during the course of the year.
- No 25 Fitzroy Street was placed for sale on the following a red book valuation.

People

- We would like to thank all the members of the Estates Department, led by David Shafik, Buildings and Property Manager together with all members of the Building Subcommittee and its new Chair Louise Smith as well as Paul Stamper-Iveson as the outgoing chair of the Buildings Subcommittee.
- The Creative, Communications and Tech team led by Pelé Ling are also thanked for their work throughout the year.

Joanna Richards and Joel Huang, Churchwardens, April 2025

D. World Mission

The World Mission Report has been included as part of Ministry updates in the booklet available at the meeting.

E. Langham Arts Trust (All Souls Music)

All Souls Music, operating under the Langham Arts Trust, is one of All Souls' parish charities, dedicated to pointing people to Jesus through the gift of music. Founded in 1997, our ministry extends the heartbeat of All Souls' music to the wider world, built on three pillars:

Worship – leading and growing the musical life of the All Souls family through the Orchestra, Choir, and Bands.

Witness – proclaiming the saving grace of Christ through concerts, events, and international projects.

Wider Church – creating resources to equip and inspire churches globally.

WORSHIP

Music is one of the great gifts through which the gospel can dwell richly among us. At the heart of our ministry is leading God's people in song each week at All Souls, Langham Place. Our team oversees music across all Sunday services and our 0–18s groups, building a foundation of worship across generations.

This past year, we celebrated the 200th anniversary of All Souls with the Choir and Orchestra leading us in thanksgiving for God's faithfulness. At Christmas, thousands came through our doors once again to hear about the Light of the World. Beyond Sundays, our musicians regularly gather for workshops and training. This summer, we are launching Worship Matters to train and equip lay music leaders to inspire more people to praise the living God.

WITNESS

God is using music to open remarkable opportunities for witness. In 2024, Prom Praise: Chariots of Fire filled the Royal Albert Hall, and the livestream has now been viewed by over 120,000 people around the world—sharing the story of Eric Liddell's faith and mission.

We also returned to the Royal Albert Hall for Prom Praise for Schools, welcoming 2,500 children from over 60 schools to hear the story of King David and the promise of King Jesus. Building on this momentum, we are now working towards taking Prom Praise for Schools outside London in the years ahead, aiming to reach even more children with the good news across the UK.

This summer saw the Langham Big Band relaunch at the Big Church Festival, alongside the debut of the Langham Arts Youth Orchestra, formed to disciple teenage Christian musicians from across the country. Early 2025 also marked the All Souls Orchestra's first international tour in several years, partnering with All Souls mission partner Rachel Olney (OM) to share the gospel through a week of concerts in Austria.

WIDER CHURCH

We continue to equip the wider church through music. Prom Praise remains freely available as a livestream, allowing churches across the UK to use it as a powerful tool for local outreach. Our orchestrations and arrangements are purchased by churches worldwide, resourcing worship with excellence.

Looking ahead, we are excited to expand our Prom Praise for Schools resources, helping churches and schools globally to share the message of Jesus through music.

KEY STATS AND FIGURES

- Over 17 million people reached through worship and the gospel on YouTube
- Over 30,000 schoolchildren have been reached through the Prom Praise for Schools project since it

first launched

- 1,500 people attended concerts on the recent Austria mission trip by the All Souls Orchestra
- 14,000 people attended a Christmas carol service at All Souls, Langham Place in 2024
- Over 500 musicians are engaged in discipleship and outreach opportunities with ASM each year

Michael Andrews, Senior Music Minister, Director of All Souls Music, April 2025

F. All Souls Serve The City (ASSTC)

The vision of All Souls Serve the City is to see everyone in London flourish in body and soul. Our mission is to serve the isolated, overlooked and exploited. We do this through our values of love, honour and service, by giving our lives away to serve others, just as Jesus did (Mark 10:45).

In 2024, we completed a strategic plan for ASSTC. We are so grateful to all the serving partners, staff, and trustees who participated in this process. We recommitted to our four key ministries: ASLAN, Senior Care, Tamar, and Children and Families, clarifying that our aim is to engage in gospel-centred holistic mission. And, noting the common thread of befriending across our ministries, we hope to develop a model of Christian befriending with those who are vulnerable.

ASLAN (All Souls Local Action Network), our ministry with those affected by homelessness, focused on three key areas: sleep site visiting (praying lament Psalms over rough sleepers in our parish), a cafe-based Bible group (90 studies in 2024), and building relationships with rough sleepers at a day centre on Saturdays. For the first half of 2024, we were at Webber Street (partnering with London City Mission) and when it closed for renovation, we moved this to the All Souls Clubhouse. We served 1475 hot meals, provided weekly gospel talks and offered hot showers and fresh clothes. In 2024 we also added a winter shelter every night during the cold months, partnering with two other venues in Westminster to provide a warm place to sleep, a hot dinner, breakfast and companionship. A few of these guests attended Sunday services and Carol services, a highlight. We also said goodbye to Katie Huggins, who'd led ASLAN for 13 years.

Senior Care continues to build and strengthen relationships and deepen gospel engagement, with almost 50 guests registered, alongside 12 serving partners. In 2024, home visits (115) and Wednesday lunch club (522 meals served) continued to be a focus. We had several baptisms and several professions of faith!

Tamar, our ministry to those exploited in the sex industry, engaged in 80+ fortnightly outreach sessions to those in 55 flats/brothels/massage parlours and on the streets. Two Tamar women made commitments to Jesus and were baptised and five women received the legal right to remain in the UK. We praise God for his justice and protection over this ministry, and for our 45 volunteers who faithfully offer support and hope.

We reframed Schools Work to support both **Children and Families** at our CoE school. Our aim in 2025 is to raise funds for and recruit a Coordinator to restart that ministry (dormant since covid). We are so thankful for all God has provided in 2024, especially partners who pray, serve and/or give Financially.

Trustees: Alison Grieve (Chair), Simon Banks (Treasurer), Brian Weaver (Secretary), Richard Bagwell (Rector's representative), Jenny George, John Grainger, Italia Jensen, Chris Wright, and Pamela Brown-Peterside (Director) ; www.asstc.org.uk

H. Safeguarding Report

All Souls Church, ASSTC and All Souls Music/Langham Arts Trust, as part of the All Souls overarching agreement, continue to actively develop safeguarding practice and compliance and are constantly working for improvement and better practice in all areas of safeguarding and safer recruitment.

A safe church culture and the protection and safety of children, young people and adults at risk of harm is the foundation of All Souls' commitment to maintaining preventative and compassionate care and support for those who need it most.

In January 2024, Izzy Rickards became the Interim Parish Safeguarding Officer whilst recruitment for a full-time PSO continued and Iryna Owen-Mills had been appointed as Acting Safeguarding Coordinator during interim arrangements. All Souls is very grateful that Izzy and Iryna were prepared to cover the safeguarding responsibilities during the time of recruitment and we thank them for all their valuable work to continue to ensure that All Souls remained a safe place for the congregation, staff and visitors.

Recruitment

During this period Louise Cathrow was recruited as All Souls Parish Safeguarding Officer and took up the post on the 1st August 2024.

In December 2024 Iryna Mills took maternity leave and Jo Samways was recruited as the Safer recruitment and serving coordinator as a maternity cover post. Although both Louise and Jo are new in post, both bring with them significant expertise in all aspects of Safeguarding and Safer Recruitment having both been Senior leaders in Education previously.

During the past year, Safeguarding has continued to focus on the improvement of safeguarding training and awareness, improvement of safer recruitment practices, the reviewing and implementation of policies and improving record keeping and communication. Safeguarding continues to develop a robust and compassionate approach in responding well to concerns raised and offering pastoral assistance to all.

The Parish Safeguarding officer works closely with The London Diocesan safeguarding Team and is grateful for all their support and advice. Particular thanks goes to Claire Meaney, the Two Cities Diocesan safeguarding advisor who works closely with the Parish Safeguarding Officer to ensure best practice in all areas of Safeguarding.

I would like to express my gratitude to the staff, serving partners and congregations of All Souls church for their commitment both in principle and practice to a positive culture of preventative and responsive safeguarding within the organisation.

The Makin Review

November 2024 saw the publication of the Makin Report, an independent report reviewing the Church of England's handling of allegations of abuse by the late John Smyth QC. This was commissioned by the Church's National Safeguarding Team (NST) acting on behalf of the Archbishops' Council, the review was led by Keith Makin, with Sarah Lawrence assisting. It focused on the Church's response, exploring both the actions taken and areas for improvement in safeguarding practices.

All Souls Church released a statement in relation to the Makin Review shortly after the publication of the review, offering support and advice to all who felt they needed it and work is still ongoing to consider the recommendations of the review and incorporate into positive safeguarding practice.

Safeguarding Governance Group

Effective management of safeguarding at All Souls Church continues to be facilitated and supported over the past year with the guidance of the Safeguarding Governance Group.

The Group has been a helpful addition to safeguarding resources and has provided much input into the implementation of policy and practice.

This year the Safeguarding Governance Group (SGG) has met four times since the last APCM.

The SGG has reviewed the recommendations from a number of external safeguarding reports to ensure we learn from these and continue to adapt our safeguarding practice to reflect new learning and research.

The SGG has started a programme of safeguarding health checks with the ministries of All Souls and All Souls Serve the City. There is a plan to carry out a health check each quarter.

We are grateful to Rachel Oti who became the Adults at Risk Champion since the last APCM and to Izzy Rickards as Children's Champion.

The Safeguarding Governance Group currently comprises Charlie Skrine, Louise Cathrow, Trevor Pearce, Louise Gibson (Chair), Victor Truong, Izzy Rickards, Hana Cho, Rachel Oti and Talie Jenson.

I would like to extend my thanks to the members of the Group for their continued support.

Policies and Practice

Policies and practice continue to be reviewed regularly within the Safeguarding Governance group and adaptations considered where there is a need for a particular ministry.

The Church continues to use MyConcern, a software solution designed to assist organisations like All Souls Church in managing safeguarding and related issues. MyConcern at All Souls Church offers numerous benefits, including improved safeguarding procedures, ease of use, secure data storage, regulatory compliance, and the assurance of using a trusted platform endorsed by the Diocese.

Safer Recruitment

Jo Samways (Maternity Cover) oversees the safer recruitment process of Serving Partners which includes responsibilities for the DBS Check process as well as the additional duties which she carries out as Serving Coordinator. The safer recruitment coordinator works in collaboration with the ministry leads.

The safer recruitment process ensures that all our serving partners are safely recruited to their roles, which includes safeguarding checks, interviews, role descriptions, references, training and the appropriate DBS Check commensurate with their role and responsibilities. There is a comprehensive review of all these processes currently being undertaken by Safeguarding.

Diocese of London

All Souls continues to have a close relationship with the Diocese of London Safeguarding Team. Claire Meaney, the Diocesan Safeguarding Advisor, has oversight of All Souls and the Two Cities area and works closely with Louise Cathrow as the Parish safeguarding Officer and Revd Charlie Skrine as Rector.

Training

This year, many of the senior ministers and heads of ministries have renewed their Safeguarding Leadership Training which is required every three years and we are also systematically reviewing any training that needs to be updated within staff, ministry leads and serving partners.

Safeguarding is currently reviewing with HR what safeguarding training is required in each staff role.

Safeguarding Dashboard

Throughout the year, the All Souls Parish Safeguarding Dashboard has been continually reviewed and updated.

Parish Dashboards is an online system that gives assurance to parishes that they are complying with statutory requirements and Church of England policies, or else it explains what actions need to be taken.

The National Church recently brought in the new National Safeguarding Standards under which all safeguarding requirements sit, and the dashboards can now be viewed both through the national standards view and the Mandatory requirements view.

Safeguarding Risk Assessment

The safeguarding risk assessment was reviewed and updated by the Safeguarding Governance group over the last year.

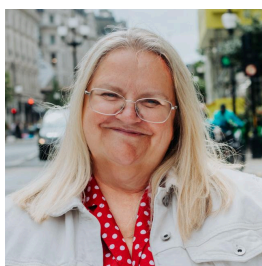
Safeguarding Concerns and Incidents

The Safeguarding reports for the PCC have recently been updated to provide data in relation to the numbers of concerns and referrals to statutory agencies as advised by the Diocesan Safeguarding Team.

The safeguarding report for All Souls Serve the City also provides data in relation to concerns raised.

No safeguarding incidents have needed to be reported to the Charity Commission since the last APCM.

Louise Cathrow, Parish Safeguarding Officer, April 2025



AUDITED ACCOUNTS 2024

The audited accounts can be found in a separate document by visiting allsouls.org/acm