



ALL SAINTS ANGLICAN CHURCH FOURWAYS GARDENS

Anglican Diocese of Johannesburg. PBO Number: 930018128

Vestry 2025 – Warden Report

1 FOREWORD

We submit this report in appreciation of having been entrusted by our fellow parishioners to act as our Bishop's officers in the exercise of our duties as from the Special Vestry Meeting in July 2024.

We have worked collaboratively with our Acting Rector the Reverend Dave Osburn, our dedicated lay administrators, general staff and the many parishioners who contribute their time, expertise and energy in the running of the parish.

We have seen to pastoral care of Fr. Dave and under considerable Diocesan and financial constraint endeavour to extend this care to our lay personnel.

It has been a privilege and pleasure to lead and enable others to use their gifts and practise their ministries in the parish especially in worship and service on the Parish Council.

We have had the benefit of attending the Diocese Verifiers' Meeting and consultation with the Reverend Lynda Shimmin, Acting CEO of the Diocese to keep up to date on what is required of us as wardens.

We are pleased to be able to report that varied services held in the parish during the year have run smoothly and that we have been active in prayer, worship and pastoral care.

We have exercised care in the financial conduct of the parish's affairs and in meeting expenses adequately.

2 PASTORAL ISSUES

Fr. Dave continued as Acting Rector throughout the year. Though the All Saints congregation prays weekly for transition to a permanent Rector, we are very grateful for his continuation in the acting capacity. Not only is there a shortage of priests in the Diocese but neither the parish or the Diocese as a whole have the financial strength to remedy the situation.

Our Executive Committee and Parish Council function very effectively under his chairmanship.

His presiding at worship and preaching that is heavily focussed on the scripture of the day is appreciated by congregants who are from widely diverse backgrounds and age groups. He encourages our Parish Ministers in their vocations with due regard for their individuality.

He devoted time and shared deep appreciation of our faith with this year's confirmation candidates all of whom were indeed confirmed.

He cares for us wardens in our spiritual journeys and a great many other parishioners too on an individual basis that is much appreciated.

Interim Rector : Rev. Dave Osburn

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Physical Address: 31 Richard Road, Kengies, Fourways Gardens.

3 COMPOSITION OF THE PARISH COUNCIL FOR 2024

We express our gratitude to our fellow Parish Council members, most of whom served throughout the year and held the fort during the period between our predecessors' resignations and our election, for their service to the parish.

The council chaired by Fr. Dave was comprised as follows:

- Wardens: Lindsay de Villiers; Michael Zingel
- Alternate warden and Spiritual formation: Jean Pienaar
- Vibrant Christian community: Arnold Shkaidy
- Children's Church: Natasha Bailey
- Radical Outreach: Yanga Ncata & Lindi Kekana
- Youth & Council minute taker: Jessica Biesman-Simons
- Fund raising: Beth Heydenrych
- Gardens: Gaile Taylor

4 VARIOUS MINISTRIES

Traditionally we have run the following ministries:

- Spiritual formation
- Vibrant Christian community and leadership
- Radical outreach

To align our operations with the newly imposed reporting template from the Diocese that is also an indication of the strategic direction that we are planning to take we believe that the parish will be better served if an additional ministry called Prophetic Relevance be added to the above.

Further a new strategic planning process has been started under the auspices of Vibrant Christian community and leadership, facilitated by Arnold Shkaidy starting with a revised vision and mission, that is expected to result in an overall benefit to the parish and the wider community.

5 PROPERTY AND FACILITIES

We maintain an asset register to which our newly donated crucifix has been added. The Edwards family is thanked for their generosity in donating the crucifix. We will not be doing justice to our founders if we were not to acknowledge with gratitude the buildings and facilities that they erected in our early days. Some others were in existence at the time and are more or less useful at present.

- Church building

The church exterior walls are in need of painting. The leaking roof which joins the church to the administrative block continues to be an issue – although the leak has been substantially reduced. The interior of the church is in sound order.

- Rectory

Although vacant for the year the building is in sound condition. The tin roof requires some anti-rust treatment and painting. Gutters would be a practical addition in the future as heavy rains do cause some localised flooding. The carpets were recently cleaned and plans are underway to lease the property for income generation.

- Verger's home

The exterior of the home could use a coat of paint. Inside the ceiling was repaired but the ceiling join needs to be replaced to stop the ceiling from drooping. The toilet was fixed during the year. The agreement in place sees most maintenance carried out by the verger himself.

- Rental apartment

This is in good condition and at time of going to report there were no issues to note.

- Room used by workshop tenant

This appears well maintained and the occupant has made effort to beautify the surrounding areas with plants and ornaments.

- Youth centre

Some interest has been shown by different parties to occupy this space as a school. This is ongoing and the building is indeed in need of maintenance when funds do permit. The leak in the roof was recently repaired with waterproofing material. However, the age of the building (the original farm house) mean it could become an endless pit for repair work. The Diocese is aware of the roofing on the house (asbestos) and given Council guidance in terms of liability. It continues to be used by Sunday school and as storage space for various items.

- Security and gate

The electric fence was repaired and secures three sides of the property. The fourth side is secured adequately by the neighbouring complex. The gate also underwent repair and a padlock was purchased to secure the motor. The alarm system in the

church is working as expected. The rectory alarm has been deactivated while the house is unoccupied.

- Office equipment

Office equipment is adequate for our requirements and in good working order. This depends largely on our software. Our Microsoft contract will be updated in May 2025. We pay R1,300 annually currently and expect a similar charge going forward. The agreement with Nashua was signed at a fixed monthly rate. Although the church does not print excessively, a fixed cost is preferable and easier to manage in the long run.

- Maintenance and tools

The lawn mower is underpowered for the size of the grounds. When funds permit a more suitable machine should be purchased.

- Insurance

The property is covered by the Diocese insurance policy to which the parish contributes monthly.

- Grounds (general)

The original farm owner planted rows of Casaurina trees which have matured and a number have become infected with a disease which will result in their gradual death. These dead trees will need to be attended in the future. The grounds have enormous potential and indigenous planting is encouraged.

6 PARTNERSHIPS

- Scouts

The Scouts have access to our grounds every Friday afternoon. The accommodation for their materials and centre for their activities is the shipping container that has been placed in accordance with the understanding reached last year. They make a donation of R2,500 per month in appreciation for the access and utilisation of our property as above. The Scouts are in the process of maintenance of the exterior of the container in keeping with the ambience of our grounds. They are aware of their commitment to us to cover our external worship area in consideration for the placement of their container.

- Narcotics Anonymous

Narcotics Anonymous are allowed weekly use of the church worship area. They do not pay any regular amount but make a voluntary donation once a year of item/s that are beneficial to the parish and assist with upkeep and maintenance.

- MTN

We have an agreement with MTN whereby they have erected, maintain and power a mast in a fenced off area on the northern boundary of our property. During the period of the agreement Vodacom joined to mutual benefit. We are currently paid R12,995 per month. The joint agreement is due for renewal during 2025

- Maintenance partner

Partnership with Gerald Leightley continues whereby in consideration for the area in the North West of the property fenced off for storage of sundry possessions he performs maintenance work under written agreement of which specification is done monthly in advance equivalent in value to monthly rental due.

- Partnership opportunities

We are constantly seeking and continuously open to partnership opportunities to optimise sustainability and Christian significance of our assets.

We have encountered an obstacle to the use of our youth centre due to asbestos content of its roofing. We have at last received an opinion that we requested of the Diocese as to the safe use of this facility that will allow us to continue and enhance its use with due caution.

The rectory is about to be put in the hands of property agents for medium term rental.

An aspect of the strategic planning under way will be partnership opportunities.

7 STAFF

Our staff complement remains unchanged. We are privileged to have loyal and competent employees.

It is most unfortunate to say the least that the Diocese places a freeze on their remuneration due to no fault of their own, rather those of the founders of this parish and diocesan promoters of that time of its establishment.

An additional disappointment to us is the reluctance of the Diocese to honour the investment and interest thereon of our staff member Mduduzi Ngubane. We understand that partial access to such investments is technically possible but that there is indecision at diocesan level as to whether access be on compassionate grounds individually or equally available. In the meantime our staff member is in financial distress.

8 NEW COMMITTEES

Our newly established fund raising committee organised a memorable Spring Faire. Success measured in terms of parish camaraderie was masterfully achieved. The financial result was less so.

This was a disappointment as fund raising efforts for the past year were heavily concentrated on this event and other possibilities envisioned and budgeted for, especially an ambitious golf day did not materialise. It is expected that the fund raising committee will be increased to include parishioners who have declared themselves available for the coming year. The budget for 2025 does not presume improvement, but whatever initiatives appear sustainable will be encouraged.

9 CORPORATE GOVERNANCE AND CONTROL ENVIRONMENT

- Policies and procedures

Administration, HR management and financial management expertly bolstered by Ofentse Modise are facilitated by our policies and procedures manual. The manual is a living document and updated as required.

- Congregation update

A detailed update on key elements of parish performance, once approved by the parish council regarding financial aspects particularly, are published on our website, displayed on our notice board and presented in summarised format usually monthly at our Sunday communion service.

- Record keeping

Record keeping in accordance with requirements is done with diligence. Hard copy is supported by electronic recording and safe guarded by cloud storage.

- Website

Our parish website is managed diligently by Owen Rodgers, who is at pains to keep it relevant and updated

- Independent verification

We endeavour to enable independent verification by Arthur Christie to be done effectively. We take note of reports arising from his findings and remedy defects to the best of our ability.

10 LONG TERM DEBT

Repayments of the long term debt with Standard Bank at month end during 2024 totalled R280,000. The exception being December when our cash resources actually required a modest drawing. Despite interest charges of R103,014 the debt was never-the-less reduced significantly during 2024 and stood at R1,150 000 at 31st of December 2024 compared with R1,337 000 at the same time in 2023.

11 DG AND ATTENDANCE

DG for the year totalled R841,135 on a descending trend due mainly to a few substantial contributions ending with the relevant givers leaving the area. On the other hand attendance though lower over the December period held up well.

12 PLANS FOR THE NEW YEAR

- Continue our strategic planning, to confirm those ministries to remain and establish new ones.
- Work on appointing shadow ministers in our ministries to secure continuity.
- Develop our music ministry with our newly appointed musician for Sunday Communion services and to act as choir master.
- Grow our congregation.
- Reduce the long-term debt account considerably as provided for in our budget.
- Have a concert in August, repeat of the Spring Faire in September and a golf day in October.
- Assess and work on remedies to our environmental footprint.
- Maintain focus on making our parish a warm and welcoming home for all

13 CONCLUSION

We wish to express our gratitude to each and every one of our parishioners for their confidence in us and support in all our endeavours.

Our sincere thanks are extended our loyal and hardworking administrators, financial facilitator, verger and staff.

We consider ourselves particularly indebted to our acting Rector Rev. Dave Osburn for his guidance and encouragement. On behalf of the parish as a whole we extend our thanks to him as our pastor in every phase of our being but especially in worship and our other spiritual affairs. We hope that he will continue in this capacity as long as it exists.