

Being Transformed by Jesus to see the Kingdom come



PCC Minutes

Approved by PCC on 07.02.2015

Date: Monday 19th January 7.30pm
Venue: Linden Gate Meeting Room
Chair: Jill Garfitt
Minutes: Rosemarie Hall
Present: Erica Bebb, Brendan Biggs, Patrick Bolster, Leighton Carr, Simon Coller, David Daniels, Chris Davis, Derek Hadden, Jo Hewitt, Janet Lee, Tim Meathrel, Val Moore, Andy Murray, Evelyn Nemi, Mark Orriss, Mark Parsons, Sian Powell, Nick Price, Graham Stuart, Granville Sykes, Sara Wadsworth
Mike Inness attended for Main Item 1

Apologies: Paul Langham, Melanie Griffiths, Linsey Cutter

Conflict of Interest: LC for Item 1 but not voting and withdrew from the meeting whilst making a decision.

Bible Reflection: Erica Bebb led a reflection around two words - Passion and Cognition. "Giving our thinking to God - As it is in Heaven". The Lord's Prayer was used to open the meeting.

MAIN ITEMS FOR DEBATE AND DECISION

The meeting began with the Chair wishing the membership a Happy New Year.

- 1. Renew** (2 x papers were circulated in advance of the meeting)
(Mike Inness joined the meeting for this discussion)

Thanks were expressed to Mike for his time and expertise. MI advised that he had taken a short break from Renew but was now back. He advised that the current projected budget figure for the project is £2.9m including a conservative estimate for fees and VAT. The DAC were encouraging and supportive of the project. Their advice is to go for the fullest scheme possible with the ability to "down size" if sufficient funds are not available. A consultation meeting with various amenity societies is taking place on 29th January. All decisions have to come to the PCC and include engagement with the congregation. The Renew team needs to be developed; current membership is Paul Langham, Mike Innes, Mark Parsons and Simon Hygate. The proposal is to ask Leighton Carr to be Project Director, acting as conduit in light of his experience as an architect.

Questions were invited in relation to the paper.

The DAC was supportive generally but where do they stand in relation to finance? The team have spoken to the DAC about budgets and they are aware that we would need to raise funds. MP advised that there are a number of stages to getting the faculty and the DAC stage is mainly concerned with the architectural design and its impact on the building.

What would be the impact on the level of fees if the project was scaled back? It is estimated that fees in the region of £74k would be needed in order to complete the design phase of the scheme between now and the summer. A smaller scheme focussing on maintenance and infrastructure alone is likely to be around £47k in fees, a saving of £27k. If the project was halted now, no further fees would be spent

What is the Renew fund? The Renew fund consists of restricted funds which have been donated specifically towards Renew and the funds from the sale of 62 Clifton Park Road which the PCC have designated for Renew.

What is being done about publicity to the people of Clifton? Are we inviting them? A programme of consultation is being planned and this would include the residents.

If all designs are drawn up and the DAC agree is there a time limit within which works must have been carried out? There would be a period of 5 years in which to initiate the scheme. Scaling down would come out of a scheme already approved. A scheme can be presented in phases and then taken in order.

Is the proposed structure of the Renew Team unduly complicated? LC explained the structure in detail which is simpler than it first appears. The structure reflects the need to clarify some of the ambiguities in the current Renew Team. Simon Hygate is employed in a professional capacity as Project Manager and therefore should not be an 'executive' member of the team. The idea was to move PL and MP to the middle as they don't have the time necessary to do all the work. The new team structure has been designed to allow for the inclusion of expertise and those who can do liaison with church etc.

What is the current financial position? The Renew designated fund stands at £758k while the Renew restricted fund stands at £24k.

The meeting was advised that Simon Hygate wishes to step down as project manager but remain as part of the team. The PCC expressed thanks to him which will be communicated by the PCC Secretary.

Thanks were expressed to Mike Inness for attending. Mike left the meeting at this point.

Proposal by Andy Murray to approve the organisational structure for Renew; seconded by Val Moore, 18 in favour, 1 abstention. Carried.

Leighton Carr left the meeting whilst a discussion took place prior to a vote on his being appointed as Project Director for Renew. It was noted

that there is a need to engage the support of the congregation and some reservations expressed about a new member of the church family being put in the post. There was discussion around the length of time that LC expects to be at CC. It was also confirmed that LC volunteers 18 hours per week for CC as a self-supporting minister. TM advised the meeting that LC is licensed at the parish until he moves on but the timing of this is not yet certain. There are two more phases over the next six months in order to bring the PCC to a point to decide on the scheme and that fits in with LC's timescale. LC's profession is an architect and he is offering his services to CC in the same way as other non-stipendary ministers. The Renew Team have identified LC as someone who would successfully fill the post. The congregation is made up of a lot of new people as well. It was also noted that the possibility of a "deputy" would be beneficial.

(Evelyn Nemi joined the meeting).

Brendan Biggs proposed that Leighton Carr is appointed as Project Director for the length of time available; seconded by Derek Hadden – 15 in favour, 2 against and 4 abstentions. Appointment approved.

Thanks were expressed to LC for offering to stand.

Granville Sykes had submitted a paper regarding Renew and introduced the item by which he expressed concern that we are not in the position to raise the finances necessary. To continue the project will cost money and there is the potential to fail. The Chair reminded the meeting of the minutes of the PCC meeting on 17th November:-

"The meeting were asked to indicate if they are still willing to go ahead and it would be appropriate to continue and consult with church family with the plans made available for Church Family to review and opportunity given to comment.

The majority were in favour with 3 abstentions (concern over finances). Thanks were expressed to the team for their attendance."

It was felt it would be useful to clarify the purpose of the project; is it just cosmetic or to aid ministry etc.? MP advised that the detailed purpose includes necessary work as well as equipping the building for outreach and opening up the building for the mission of the church and to create a flexible space as well as benefits on Sundays. The importance of improving disability access, flexibility and welcome was key to the project as well as to enhance the visual appearance of the church. It was noted that very little impact would be seen for a scheme focussing on essential infrastructure alone, with most of the cost being spent 'behind the scenes'. A piecemeal approach will also cost more money. Each item of the scheme has real merits but there will be different views around the priorities. It was noted that it would be helpful to have cost elements broken down. There is a need to re-capture the church family's imagination and embark of fund-raising.

It was proposed by Granville Sykes that the essential maintenance and infrastructure replacement included in the plans for the Renew Project be carried out, but any further expenditure be postponed at least until a time when we see giving into Provision exceed £600,000 per year with evidence of continuing growth; seconded by Chris Davies; 5 in favour, 14 against, 1 abstention. Not Carried.

A time of quiet prayer followed.

2. Update on Linden Gate (CONFIDENTIAL ITEM)

3. Governance (paper circulated in advance)

CD introduced the discussion by reminding the meeting that in the CofE governance is Synodical. He believes that many people feel that the leadership of the church has migrated to the SC. The idea should be to harness a collective leadership. The paper produced outlined proposed changes to the Standing Committee for consideration. Some members expressed concern that this matter was being discussed at the time of Paul's sabbatical and that the matter had been discussed previously. Concern was also expressed by a member at the tone and language of some of the comments in the paper and it was also highlighted by another member that this had led to a strong sense of disillusionment and disappointment.

TM advised that he had consulted the Archdeacon and Diocesan Registrar about this matter and advised that their advice was that PL would have good grounds to complain that such a discussion had taken place in his absence and that the current situation is similar to an incumbent vacancy when changes in governance would not occur.

TM felt that it was clear there is a need to have this discussion but now, with Paul away, was not the time. The original proposal for the role of the Standing Committee, agreed in November 2013, allowed for a review after the 2015 APCM, and this would be after Paul has returned.

Tim Meathrel proposed to defer the discussion until a PCC meeting after Paul Langham's return, seconded by Janet Lee, 19 in favour, 1 against, 2 abstentions. Carried.

4. Finance – to include a proposed budget (Budget paper circulated in advance of the meeting.)

The Treasurer began by thanking Mark Parsons for his help in producing the budget paper. The meeting were advised that the accounts will be audited in February.

The Finance Team had looked at the PCC's financial principles and taken on board recommendations regarding staff pay and other costs.

PB advised that the Provision update was that 1/3rd of regular givers had responded to the Provision appeal, with 51 people increasing their giving, 18 reducing and 23 new givers. Nett affect was actually flat line. Prudent allowance had been made for reductions but it is hoped that there will be new people coming on line. It has been assumed that we will realise the market rent for Linden Gate in due course.

Parish Share reflects the November decision so is the same as 2014. Mission reflects the budget provided by the team. All other expenditure items have been looked at to identify fixed and variable elements and variable costs have been reduced where appropriate.

The Finance Team considered the Personnel Group's recommendation for an inflationary pay increase but felt that it could not recommend to the PCC that this is implemented.

For 2014 the budget deficit was set at £60k but the end of year projections are looking to be £40k.

Mission commitments are currently made for three years. PB commented that mission giving may be historically high and may need some adjustment to reflect lower income and changing giving patterns. It may be possible to have a Gift Day specifically for mission giving.

Questions were invited.

Did the £124k staff salaries include provision for a Children's Pastor? Yes it does include the costs for the Children's Pastor but this figure does not represent additional costs of salary increases.

A member expressed his being encouraged by the current situation. Thanks to MP and PB for having the situation under control and ensuring we know where we are. Now is the time to look forward with praise to God for the way the deficit had been addressed and work undertaken.

Decisions for the PCC:-

Proposal – Do you propose any amendments to the draft budget? None were proposed.

Proposal - Does the PCC Agree that we should NOT pay a 2% pay rise for our staff (increase of £2,500 on budget)? This was proposed by Simon Collier, seconded by David Daniels, 10 in favour, 4 against, 5 abstentions. Carried.

CONFIDENTIAL ITEM – Staff Pay

It was therefore proposed by Patrick Bolster to amend the budget, seconded by David Daniels, 18 in favour, 1 against, 2 abstentions. Carried.

5. **Legacy** – Jill Garfitt advised that four people were asked to meet to discuss how to divide the remaining proportion of the £40k to be given away from the legacy. **The decision of the group will be submitted to the thenext PCC meeting. Action JG/RH**

ITEMS FOR NOTE & REPORT

1. **Safeguarding** – need to increase profile of PSO's using CFN. Adults policy to come to PCC.
2. **Children's Pastor Update** – AM advised that we are continuing to try to recruit. A few expressions of interest have been received. AM has taken on leading the Children's Ministry to try to build a stronger sense of team, people have been very supportive, however, the team is vulnerable in terms of number of staffing. Prayer was encouraged for the situation. **Action: To be added to Feb PCC Agenda (RH)**

STANDING ITEMS

1. Minutes – RH/MP

- PCC Minutes–8th December 2014 were circulated in advance of the meeting. One amendment requested to include Val Moore to membership of the group looking at the Legacy. *TM proposed the acceptance of the minutes, seconded by DH, 18 in favour, 0 against 0, 1 abstention.* The minutes were approved.
- SC Minutes – 26th November 2014 were noted.

2. Matters Arising – none raised

3. Sub-group reports

- Evangelism and Mission – noted.

4. Tim's Points

- Adam Smith's letter of resignation. This had been circulated for information only. A reminder was given that all communications to PCC should be sent via the PCC Secretary in order to ensure correct and up to date circulation. A message of thanks to be sent to Adam for his contributions.
- Residents Parking – TM reported that he, MP and CD had met with John Toy, the council stakeholder officer re. the Residents Parking Zone. The aim of the meeting was to raise the impact of the scheme on CC. CD would circulate minutes in due course but the collective view is that the Council are not listening to CC's concerns. TM has contacted our local M.P. on behalf of CC. If interested contact TM to discuss further.
- Plans are in place for Church Family Weekend 5-7 June – if want to help, let TM know.

5. Wardens Points - Lighter things on next agenda please!!

The meeting closed with prayers of praise. At 22.25pm