

Being Transformed by Jesus to see the Kingdom come



Extraordinary Meeting - PCC Minutes

Approved by PCC on 18th July 2015

Date: 1st June 2015
Time: 7.30pm
Venue: Linden Gate Meeting Monday 1st June 2015 Room
Chair: Paul Langham
Present: Erica Bebb, Brendan Biggs, Leighton Carr, Lindsey Cutter, David Daniels, Martin Freye, Jill Garfitt, Janet Lee, Sian Lowe, Tim Meathrel, Val Moore, Mark Parsons, Graham Stuart, Granville Sykes, Sara Wadsworth, Rosemarie Hall (Minutes)

Apologies: Patrick Bolster, Alice Denyer, Melanie Griffiths, Andy Murray

Bible Reflection: Paul Langham led a short reflection on Psalm 85 v7-end

MAIN ITEMS FOR DEBATE AND DECISION

1. The Appointment of a Church Pastor (a paper was circulated in advance of the meeting)

Paul Langham opened the discussions by advising that the paper had taken some considerable work and that there was not yet absolute clarity over the role. Mark Parsons summarised his observation of the last PCC meeting when Leighton Carr had proposed a half time pastor role for RENEW and Paul had shared his heart for the pastoral care in the church which may be a bigger role. The sense was that the meeting were in agreement but time had prevented further discussion. The Chair asked for the Extraordinary meeting in order to be able to explore if there is a sense of the need for a high level concept of a pastoral role. Christ Church is a growing church with the prospect of new growth which will need caring for. Some reservation and concern of the loss of remaining trust from within the church family was expressed whilst recognising the need. In order to address any lack of understanding on whether the pastoral needs could be undertaken by existing clergy, a paper is being prepared which will outline how the current clergy and staff use their time. A member of clergy commented that they are aware of people in need but who get, at most, a very swift conversation at the door. It was agreed that the perceived issue is how the role would be funded. The importance of building team was also highlighted; a need to care for the carers.

The meeting then began to look at the challenges that the acceptance of the need presented. These are primarily the funding and the sensitivity of making an appointment close to the redundancy process which had taken place in 2014.

When exploring whether the post should be Fixed Term or permanent, it was agreed that the Personnel Sub Group should look at the wording of the advert etc., should the decision to recruit be made. It was also noted that consideration would be needed as to whether a person of the calibre required would be prepared to move to Bristol for a fixed term post. In order to address the concerns around the timing of appointing to the post in close proximity to the redundancy process, it was highlighted that this is a new post, coming out of a new place of need and a post that was made redundant was not being re-created. It was also to be borne in mind that many of the people who attend some of the services would not be aware of the redundancy process. Sensitivity of how to handle the decision and possible notification if the post was to be advertised would be carefully managed. At the time of the redundancy we were in the position of concern that the legacy would be used primarily to pay the deficit. We are now in receipt of newer legacies. We also made a commitment to live within our means so careful thought would be required. The way to help pastoral care would need to include the training and encouragement of house group leaders etc. There are already teams within which there are clear potential leaders but there is a reluctance to step forward as there is no-one guiding and protecting them etc. CC has a team of pastoral carers who would be much more likely to step forward. A member expressed a need to build a culture of pastoral care; with those with pastoral gifts encouraged.

It was acknowledged that the redundancy process had been painful for all concerned and that the Council have a responsibility to acknowledge that it is painful. However, people in organisations move on. The meeting need to discern what is the Lord showing us about the need? We need to allow the whole work of God to take place; we are also called to break new ground and be evangelistic. Sometimes we are called to move into a new place. Acknowledge that God is working at many levels all the time. The structure of the team has changed and there has been discernment of several ways in which the culture and emphasis of the mission has changed, increasing the importance of the parish.

A question was asked around what we get back if investing in this role and whether it would be value for money. PL responded by saying he has seen the effect of a pastor in the life of a church. The work of reconciliation amongst those who have left Christ Church was also mentioned. The work of a real pastor is not singularly the response to crisis. PL's appeal is that this post is vital and definitely would be value for money. However, there are issues which are difficult to resolve with the underlying concern around what builds trust and damages trust. Could the way forward be taking the proposal to the Church Family to be discussed in groups with feedback etc?

The meeting were reminded that when the legacy of £213k was received a year ago, there was a fear it would be needed to pay to deficit. However, we gave away £40k and to date we have not spent any of the remainder. The picture of ProVision is very early to call with only small increases so far. Whilst this increase is not at the level needed to fund the post, things are moving in the right direction. Additional bequests have been notified: £44,665 has been received from the Joan Iris Mary Weary Bequest, £1,000 from the Ron Gillingham bequest and 50% of the estate of Henry North will be coming to Christ Church – this could be around £300k. Janet Lee reflected that two of those

bequests mentioned were from people known to us here and she believed it would be fitting for the money to be used to fund pastoral care.

A member asked for an update on the situation with the spire, MP advised that to date £10k had been spent on temporary repairs and there were plans to do the permanent repair over the summer.

The number of house groups was discussed; currently 50% of church family are involved in a small group which compared to the national picture is encouraging. Some leaders would be keen to be trained for pastoral care but not all. It also needs to be borne in mind that some members of house groups no longer attend CC.

The value of historic pastoral care was highlighted. The appointment of someone who can spend the time and exercise the gifting described was also referred to.

What is the role? RENEW - if the right person is appointed then all the aspects of RENEW will be met. Original proposal focussed primarily on the practical. LC advised that administration of the move is the role of the Operations Manager. The Pastor is the pastoral lead in the move; facilitate housegroups etc. - the link of the team.

Funding 50/50 for 3 years £50k Legacy/£50k RENEW was suggested. PL expressed confidence that within 2 years giving will be funding this post; with the use of legacy money to "ride the gap"?

PL led the PCC to a place of conclusion. The need had been identified. The meeting were mindful of the reservations. There appeared to be a significant feeling that this is the right thing to do but with some reservations. In order to assist in the matter of those who had been made redundant PL would seek to speak to those affected to advise them of the decision made.

PL suggested he preach into the decision and explain, invite comment etc. Need to be clear about what the role is and where it is funded from. Acknowledge the difficulty of making the decision. The need for all present to be of one voice after the decision is made was also highlighted.

PL proposed that the PCC will seek to appoint a full time Pastor with a clear job description outlining the general need of the church and the perceived needs of RENEW. Post to be funded 50% from legacies and 50% from RENEW. Seconded by Janet Lee with 13 in favour, 2 against and 2 abstentions. Carried.

FAQ's to be prepared.

2. Governance – Review of function and composition of Standing Committee.

PL advised that no comments had been received from the membership to the paper that had been circulated as requested. It was noted that the SC needs to approve any budgeted expenditure over £5,000. Granville Sykes proposed that the SC should meet

two weeks prior to PCC and minutes published in a more timely way. If the paper is accepted then in July the PCC will need to elect another PCC member to SC. The SC is there to conduct the business of the PCC between meetings – this can be misunderstood. The SC takes direction from the PCC where this is needed.

Brendan Biggs proposed the acceptance of the paper, seconded by Tim Meathrel, 14 in favour, 1 against, 1 abstention. Carried. Limiting voting to Clergy and Associated Vicar by post -review again. Prayer for the right person to be elected to the SC. Paper to follow.

3. Possible Elections to Deanery Synod

Chair invited any who may feel led to stand to make themselves known. Brendan Biggs highlighted the importance of the role. CC has 5 spaces with only 3 filled. The only commitment would be to attend the hustings in September or be involved in voting. Deanery Synod has no quorum or budget to spend etc. Members were asked to advise Brendan Biggs by 13th July if they wished to stand.

STANDING ITEMS

1. Minutes – RH

- PCC Minutes–16th March – Approved
- PCC Minutes – 18th May - Approved
- PCC Retreat April 2015 notes - Approved
- SC Minutes – 2nd March - Noted
- SC Minutes – May 2015 - Noted

2. Matters Arising

3. Sub-group reports

GMT – monies for Francesca Elloway. Recommendation to continue support for the next 3 years. Proposed by Melanie Sykes, seconded by Sara Wadsworth, 14 in favour, 1 abstention. Carried

4. Paul's Points

Regarding Andy's handover, specifically work at CC Primary as a Foundation Governor. Tim Meathrel has offered to cover some of the work previously carried out by Andy Murray including taking on the PCC appointed role of Foundation Governor. This appointment needs PCC approval. It was proposed by Paul Langham that Tim Meathrel is appointed as a Foundation Governor, seconded by Janet Lee, carried unanimously.

5. Wardens Points

None raised

6. Safeguarding – no points raised

The meeting closed at 21.33pm