



# CHRIST CHURCH CLIFTON

*Being transformed by Jesus to see the Kingdom come*

## PCC MINUTES

Minutes of the meeting held at 9.30am on 8<sup>th</sup> October 2016

### STATUS

APPROVED  
21.11.2016

<b>Present</b>	Helen Albon, Brendan Biggs, Patrick Bolster, Alexandra Creavin, David Daniels, Martin Freye, Derek Hadden, Rosemarie Hall (minutes), Paul Langham, Janet Lee, Sian Lowe, Andrew Macpherson, Tim Meathrel (Chair), Val Moore, Mark Parsons, Catherine Simmonds, Graham Stuart, Sara Wadsworth
<b>Apologies</b>	Erica Bebb, Alice Denyer, Di Noon, Mark Orriss, Peter Smithson, David Troughton,

Ref	Item	Notes	Action (what)	Who and by when
	<b>Bible Reflection/Introduction</b>	The meeting began by watching a short dramatic film which presented the challenge of keeping the emphasis of the church as a lifeboat and not a pleasure ship. A time of prayer followed.		
<b>A</b>	<b>MAIN ITEMS</b>			
<b>A 1</b>	<b>Finance report Paper 01</b>	<p>Patrick invited PCC members to consider whether any would wish to join the small Finance team of the PCC.</p> <p><u>2016</u></p> <p>The half year accounts for 2016 report income ahead of budget. If income stays at this level we would be ahead of 2015 and close to 2014 level. Expenditure in line with budget. The forecast for 2016 at this stage is for a small surplus. Patrick reminded PCC of the decision taken when the pastors were appointed to fund their cost initially half from the renew fund and half from the legacy fund, until such time as they could be paid for from the general fund. It now appears that a substantial portion of their cost can be paid for from general fund and the Finance team recommended to PCC that such amount be charged accordingly. Other options were tabled. <b>The PCC agreed with this recommendation.</b></p> <p><u>2017 - Income</u></p> <p>The approach to budgeting for 2017 was discussed. On income there is a balance between faithful stewardship principle, leading to a prudent / cautious approach and stepping out in faith, confidently. For the last 2 years we have taken the prudent approach, albeit stepping out in faith on the pastor recruitment. There are possible drawbacks to the prudent approach when - as we have had - it leads to a surplus, for example subsequent investments might be made in a less strategic manner.</p> <p><b>The PCC agreed that for 2017 we would assume that our income both regular and non-regular would be no lower than in 2016.</b></p> <p>Practical aspects were discussed and it was noted that the newcomers group and process was a route to invite people to more rapidly than otherwise join provision. The potential for funding more via one off gift days was discussed and the finance team were asked to consider</p>	<p>Surplus to be used to fund Elvira's salary currently paid from legacy/renew.</p> <p>Finance Team to look at possibilities for big ticket budget items for 2017</p>	

		<p>this and options such as use of gift boxes at baptism and other events.</p> <p>Provision appeal would be in two Sundays time. <b>The PCC agreed to adopting the giving in grace approach of PCC members personally giving church family members their provision envelopes and talking to them about our plans for 2017.</b> (As well as the usual preaching from the front) Experience shows this personal approach leads to a massive increase in the proactive return rate which helps us plan with confidence.</p> <p><u>2017 – Investment</u></p> <p>The PCC discussed items to invest in for 2017 and to budget for accordingly. This subject was returned to after the section on vision.</p> <p><b>The PCC agreed that as a matter of principle it supported budgeting for a youth worker,</b> with the details of role, time and so cost to be worked through, and any future appointment being subject to the result of the provision appeal enabling this. It was agreed that a direct appeal for increased giving for this would be made.</p> <p>Other items that PCC members raised for the finance team to consider included some flexibility in the global mission budget for new items that arise, Tearfund in Uganda, a small communications budget especially with vision launch in mind and music ministry.</p> <p>A question arose if there was a specific budget for Communications and Marketing. It was noted that this may be worth considering as a recent newcomers event had evidenced that half of the newcomers had come to CC after looking at the website and the other half as a result of personal recommendation.</p> <p>The parish share pledge for 2017 was discussed. It was reconfirmed that the Diocese pays for ministers (ours and others), training of new ministers (a need to expand) and CoE schools – mission amongst children. The Diocese can be seen as a flotilla of boats, needing a reset of direction on giving. Diocesan synod asked for a new approach for 2017 and while there is no perfect way, the approach taken has merit.</p> <p>Use of several parameters: what is a “healthy” level of giving of “unrestricted” income in % terms – 35-65%, an average adult approach across diocese using average weekly attendance X by an average amount (£500) which would balance Diocesan income with expenditure. The approach considers relative deprivation of the parish and excludes legacy income.</p> <p>The existing level of giving is considered versus these parameters to come up with a guide to generous giving and an “ask” for a given amount. Ours is to increase to the 35% level, and so up to £229k. This is a significant increase from our current budgeted level of £182k. We have given £200k in 2016 but £18k of this was accrued from 2015. The Diocese have received £200k in 2016 and so taken this as our base level.</p> <p>Patrick explained a 3 year average was taken in looking at parish income and this was 2012 to 2014. Our</p>	<p>PCC members to hand out ProVision packs to church family</p> <p>Youth worker to be added to ProVision proposals</p> <p>Finance Team to consider if marketing and communications should have a specific budget</p>	
--	--	---	--	--

		<p>income was reducing over 2012 to 2015 year on year, so the 3 year average feels too high for us. If we had 35% of 2013-2015 it would be c£210k.</p> <p>MP advised that he had seen a similar approach adopted whilst in London but it included an element of local accountability so that each Deanery had a pledge target and they had the responsibility of negotiating together as to how they would meet this and this gave them accountability. Also gave opportunities for supporting one another when there was a need and partnerships began to be formed. <b>It was agreed that Brendan Biggs will raise this at Diocesan Synod but he believes that the differential in the size of the deaneries may prohibit the system working well.</b> It was noted that we are already generous to other parishes in ways other than financial but there were a number of members who felt that as a well-resourced church we should support the smaller churches within the diocese as this allows them to be engaged in the mission that they would like to do.</p> <p>Brendan (deanery and diocesan synod rep) explained that the diocese had reduced administrative expenditure significantly in recent years and if the diocese's income did not increase it would now impact on clergy appointments, noting one new vacancy in a north Bristol parish. PCC members involved with other local and poorer parishes talked of the vital mission work in these places, made possible by generous giving by a wealthy church like ours, and of the desire to honour the diocese. It was also noted there is a need to challenge other parishes where not focused on the gospel and mission.</p> <p><b>The PCC agreed to a small subgroup meeting with the Diocesan Secretary in the coming week or two to discuss the parish share ask.</b> Andy Mack, Derek Hadden and Brendan Biggs volunteered to join this meeting. <b>The PCC supported being generous, not shying away from important questions in the diocese, considering £210k more appropriate than £229k as a pledge, and of pursuing a direct link</b></p>	<p>B.Biggs to raise matter of element of accountability within the Deanery at Diocesan Synod</p> <p>Meeting to be set up between PCC reps and Diocese</p>	
<p><b>A 2</b></p>	<p><b>Our Vision Paper 02</b></p>	<p>PL led the item and shared a presentation which will be part of his talks on Sunday 9<sup>th</sup> October.</p> <p><b>Vision 2016</b></p> <p>What makes a leader?</p> <ol style="list-style-type: none"> <li>1. Need to be a "follower" (Jesus said "follow me")</li> <li>2. Anointed - comes in a variety of ways. Knowing one is anointed and appointed are anchors</li> <li>3. Sight (or vision).</li> </ol> <p>PL shared that earlier this year he had a particular experience where there was no-one else where he was and had a profound sense of God saying that there would be times when only he would see .....</p> <p>Explained meaning of words</p>		

		<p>3 understandings of Kingdom</p> <p>Couplet values</p> <p>House for nations/prayer</p> <p>Now wishes to talk about vehicles – How and When</p> <p>Church out – community in</p> <p>Christ <b>in</b></p> <p>Church <b>out</b></p> <p>Clifton <b>in</b></p> <p>Christ IN – Christ in you the hope of Glory Col 1:27</p> <p>If we don't pursue Jesus then none of this will work. We have to be ready for a mighty work of God.</p> <p><b>Individual and corporate values</b></p> <p>Surrender: are we going to be willing to give up the comfort of our service?</p> <p>Supernatural</p> <p>Word &amp; Spirit etc.</p> <p>Daniels windows....(Daniel 6:10) 3 times a day he got down on his knees. Ways of offering CC a spiritual rhythm 7am/ 12 noon/ 7pm – is it possible to stop and pray at 1 or all of these times. CC will be at prayer 3 times a day. People can choose what to do at these times.</p> <p>Another approach if only 5 mins a day – for a week/month a voice of Scripture on which to feed. Want to make it as easy as possible for people to sign up. The staff team are proposing to move their daily prayer to 12 noon in Jacob's Well in order for this to be more visible and it is hoped that this will encourage more take up of daily prayer in Jacob's Well going forward.</p> <p><b>Generosity</b></p> <ol style="list-style-type: none"> <li>1. Welcome and Honour</li> <li>2. Authentic &amp; Transparent</li> <li>3. Being one...</li> </ol> <p><b>4Mation</b></p> <p>Accountability</p> <p>Discipleship</p> <p>Peer mentoring</p> <p>(4 people agree what will work for them asking the question "how's it going getting Christ in?)</p> <p><b>Small groups</b> are essential.... Lots of work to do to look at how small groups can become a local expression of the church where they meet.</p> <p><b>Youth Worker</b> – to help our young people pursue the presence of Jesus...</p> <p>PL feels the appointment of Youth Worker is vital and the church should be asked for additional generosity to provide the resources.</p> <p><b>Sunday Gatherings</b></p> <p>PL shared his thoughts on not being obedient to God's call to combine our two morning services in 2011 and how he had recently been challenged as to whether he felt that God was</p>		
--	--	--	--	--

		<p>still telling him to have one main morning service? PL realised that he had to revisit this and after some time of prayerful reflection he believes that God has spoken that we absolutely should have one main morning service. PL knows this is the key to us going forward as a Church family and he has previously shared this with the wardens and senior staff and they will all support him in this (but not all were convinced of the timing and whether we should wait until we do RENEW). PL believes the timing is now and he advised the meeting that he has made the decision about the change of the services. He expressed a desire that this decision would not be seen as devaluing joint leadership.</p> <p>PL distributed a paper which listed 20 practical reasons to show why this change this is necessary, but stressed that this only underpin the main reason, which is being obedient to God's call. PL reflected that the issue of the service times has been with us for a very long time.</p> <p><b>Proposed</b></p> <p><b>8am</b> – still need an alternative for those who find pursuing the presence in another way</p> <p><b>10am</b></p> <p><b>5pm</b></p> <p>There is a realisation that a combined service is a challenge to the elderly and those who struggle with childrens' noise etc. so the plan is to construct the 10am service as follows</p> <p><b>10am all age worship</b></p> <p><b>10.20 coffee/children to groups/elderly arrive</b></p> <p><b>10.35 Continue</b></p> <p>PL advised that this move will enable us to do the services in the best way possible and that Adrian Sawyer and Chris Whitwell are supportive and keen to use Choir, organ, band etc. New morning service won't be just contemporary worship</p> <p><b>Kingdom Living</b></p> <ul style="list-style-type: none"> <li>• Training and Equipping</li> <li>• Enabling God to do the extraordinary through ordinary followers of Jesus</li> </ul> <p>It is proposed that a Saturday morning in either January or March is set up to which some people who are keen to be trained re invited with 4 consecutive evenings looking at practicalities of how we do training and equipping together. Invite someone from outside for Saturday; dates will be according to who is available.</p> <p><b>Pioneering and Multiplying</b></p> <ul style="list-style-type: none"> <li>• Small Groups</li> <li>• Networks – release people /themed networks</li> <li>• Church planting</li> </ul> <p>Mission Shaped Communities have already started. TM advised that a small group is being started for "gamers" – computer games. Online community is shared. Intern wishes to build a community.</p> <p>We need to allow ourselves to be placed where Jesus would be placed – need to take risks.</p>		
--	--	---	--	--

		<p><b>Partnership</b>  Andy and Emma Murray – Avonmouth &amp; Lawrence Weston.  Jill Garfitt being ordained Curate in November</p> <p><b>Internationals</b> – a house for all nations</p> <p><b>Clifton IN</b>  <i>Because we loved you so much, we were delighted to share with you not only the gospel – but our lives</i> (1 Thess 2:8)</p> <ol style="list-style-type: none"> <li>1. Welcome and Honour</li> <li>2. Authentic and transparent</li> <li>3. Being one in heart and mind</li> </ol> <p>Phase 1 Café  Phase 2 RENEW</p> <p>The meeting were advised that it is unlikely we will be able to remove the organ to make space for the offices so other options will need to be found for office space.</p> <p><b>Questions/comments were invited...</b></p> <ul style="list-style-type: none"> <li>➤ Need to be aware of those who help with Children’s work currently attend the 9am service for their own time of worship.</li> <li>➤ Need to be aware of people who work on Sundays and moving the services into the core of the day may prohibit them from coming to a service.</li> <li>➤ When visitors are in the church we should ensure they are able to hear the gospel.</li> <li>➤ What are the reasons for moving the evening service? Some members say the current service have communicated that it finishes too late when preparing for work etc.</li> <li>➤ Need to be clear on how we are going to retain the variety of service styles. PL advised that as we grow we will end up with more variety and not less</li> </ul> <p>The meeting were advised that there are no proposals to make any change to the current mid week service. PL advised that the aim is to start the new pattern on the 6<sup>th</sup> November</p> <p>It was noted that prompt arrival for church members will be encouraged in the paper that will need to be available for the church family. There will be a need to honour one another in this. Using a form of “Countdown” to start of services was welcomed.</p> <p>PL expressed sadness that some congregation members miss out on happy occasions; the recent combined service for Harvest shows that we do things better when we combine.</p> <p>A number of members expressed support to this change and felt that the decision would be key in determining the future growth of the church and outreach into the community.</p> <p>A member reflected that it is important not to be complacent and that there will be those who will be saddened by these changes and they will need help in coming to terms with the decision.</p> <p>It was noted that we must not get stuck just on the service times change but need to also focus on the excitement of the other aspects of the vision – Kingdom training etc.</p> <p>PL reflected that he felt this was one of the biggest decisions he has ever made and he believes the church will grow and</p>		
--	--	---	--	--

		<p>more midweek services may eventually be required. It was noted that the current Sunday 4pm gathering is growing.</p> <p>At the end of a lengthy and open discussion, It was proposed by Derek Hadden that the PCC support the programme, seconded by Martin Freye - carried unanimously.</p> <p>As there were a number of members absent from the meeting, PL agreed to contact them to provide them with an update in advance of the sermons on Sunday.</p> <p>It was agreed that if any communications are received from church members following the announcements, they should be forwarded to Paul Langham and the Wardens for response.</p>		
<b>B</b>	<b>STANDING ITEMS</b>			
<b>B 1</b>	<b>Approval of minutes Paper 03</b>	PCC Minutes on Monday 26 <sup>th</sup> September One amendment was agreed.		
<b>B 2</b>	<b>Matters arising</b>	To review action points and progress made and deal with matters arising.		
<b>B 3</b>	<b>Other Minutes Paper 04</b>	Other minutes to be noted by the PCC - Standing Committee on 27 <sup>th</sup> June		
<b>B 4</b>	<b>Paul's Points</b>	None raised		
<b>B 5</b>	<b>Warden's Points</b>	DH requested permission to sell the brass handles from the pews. This was agreed.		
<b>B 6</b>	<b>Operations Manager's Points</b>	<p>Janet Lee was pleased to advise the meeting that Karie Howard has been appointed as Café Manager; starting at the beginning of December. We are thankful for Gods provision. The first announcement of the café opening will be at the harvest service at CC Primary School. There will be some "soft start" days beginning with the Artisans Market on 26<sup>th</sup> November. The café team will get advice on whether any amendments are required to the siting of the disabled toilet facilities adjacent to the café. It was noted that the costs of any remedial works are not included in the budget.</p> <p>MP requested that Nick Carter be added as a cheque signatory (replacing Becky Williams). This was proposed by Tim Meathrel, seconded by Val Moore - carried unanimously.</p>	Nick Carter to be added as a cheque signatory	
<b>B 7</b>	<b>Safeguarding Update Paper 05 – to follow</b>	The meeting were unable to agree the Safeguarding policy as questions have been raised around the issues of communication with young people and the use of social media. This needs to be discussed with the right people and come up with a proposal that is workable. Thanks were expressed to those who have been involved so far. We are conscious that we need to get the new policy in place but in the meantime the existing policy is still in place. To be discussed at the 21 <sup>st</sup> November meeting.	Safeguarding Policy to be finished and brought to November PCC meeting	
	<b>Review of the meeting</b>	<p><b>To decide whether any part of the proceedings should be regarded as confidential.</b></p> <p><b>Service times change until end of Sunday 9<sup>th</sup> October</b></p>		

		<p><b>What worked well?</b></p> <ul style="list-style-type: none"> <li>• Made finance decisions. – agreed principle of budget to include youth leader. Go back to diocese. Same level of income as last year –surplus decision.</li> <li>• Support of PLs decision to move the service times.</li> <li>• Agreed take Safeguarding Policy to November meeting.</li> <li>• 2 main items on agenda. More time to make decisions.</li> <li>• Good reflection.</li> <li>• Opportunity for a small break appreciated.</li> <li>• PL appreciative of PCCs support.</li> </ul> <p><b>What could we do better next time?</b></p> <ul style="list-style-type: none"> <li>• Speak up! More done in longer meetings.</li> <li>• Missing significant people.</li> </ul>		
	<b>Date of next meeting</b>	21 <sup>st</sup> November 2016 7.30pm Apologies noted from Catherine Simmonds		
	<b>Prayer</b>	The meeting closed with prayer at 12.33		