



CHRIST CHURCH CLIFTON

Being transformed by Jesus to see the Kingdom come

PCC MINUTES

Minutes of the meeting held at 7.30pm on 21st November 2016

STATUS

FINAL
APPROVED
23.01.2017

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

Ref	Item	Notes	Action (what)	Who and by when
	Bible Reflection/Introduction	PL led a reflection around Ezekiel 11:19. A time of corporate prayer followed.		
A	MAIN ITEMS			
A 1	Budget for 2017 Paper 01	<p>A draft budget document for 2017 was circulated in advance of the meeting. PB discussed the balance between prudently stewarding resources and stepping out in faith, and suggested we have done both in different ways in decisions over the past 2-3 years, however the budgets had been more on the prudent side. Last year end we found that our position was better than budgeted. The budget document showed a “prudent” budget and a “faith” budget, with differences in two main areas – parish share and staff costs.</p> <p>Staff costs – Both versions of the budget included the 1.5% increase to pay scales recommended to the PCC by the personnel team having considered levels of inflation. The “prudent” budget is based on the staffing being as it currently is. The “faith” budget shows half of the pastors’ costs being paid by the general fund plus the cost of half a year of a new full time Youth Worker (not full years’ costs). The faith budget would need income to increase by 13%. The meeting were advised that an anonymous pledge of £10,000 towards the cost of the Youth Worker has been received from one couple within the church family.</p> <p>It was reflected that we are in an unsettled time and whether there is confidence around the income exceeded the budget in the past 2 years. There have been some enquiries at the Info Hub about how new members can give. PL, PB and MP are considering giving more guidance around what generous giving looks like in the way the Diocese has done. The Newcomers homegroup has led to new people asking to join the Provision giving. It was reported that the loss of giving as a result of leavers from the 8am service was not large. PB advised that to achieve everything in the budget we would wish to do would involve an element of faith.</p> <p>Questions were invited.</p> <ol style="list-style-type: none"> 1. What are the differences between the two budgets other than Parish Share and Youth Worker? PB advised that a differences was approach to the Pastors costs – the “prudent” budget assumes no portion charged to 		

		<p>general fund.</p> <p>2. How much surplus do we think we may carry forward? The forecast was £11,000 but very much an estimate.</p> <p>PL asked the meeting to consider the approach to the request from the Diocese for Parish Share. The Diocese are asking for contributions between 35%-65% of income; we are being asked to consider a contribution of around 35%. Trying to get close as possible that Parishes “pay their way” – parishes like ourselves are in the fortunate position of being able to support parishes that are not able to self-fund. The contribution suggested would pay for Paul, Tim and a Curate as well as making contributions towards the cost of a Vicar in another parish.</p> <p>A member suggested the use of a video/publicity outlining what the Parish Share is used for....</p> <p>Another member highlighted we are a wealthy parish and should be able to contribute the amount requests (£210k/220k).</p> <p>A member suggested that as people of faith we should step out in confidence that the Lord will provide what is needed. A Synod member also recommended the adoption of the amount requested.</p> <p>A question was raised as to whether we would have a say in how the additional monies are spent? PL advised this is unlikely. We would be able to fund a Minister in a situation in a part of Bristol that would otherwise not have a staff member in post.</p> <p>PL advised that the Diocese is missional, church planting etc. and he is confident and pleased that the lay colleagues had been given good answers to their challenges and that the money would be well spent.</p> <p>TM has already suggested that a member of the Diocesan staff could come to CC to advise how the parish share is spent etc. There are also resources available.</p> <p>It was reflected that a legacy is being built within the Diocese by Bishop M etc. and they will be “mission minded”.</p> <p>PB concluded by reflecting that it seemed the “feel” of the meeting was to adopt the “Faith” budget and adopt the £210k requested.</p> <p>A member suggested making a gift of £10k to a parish that is known to have need and is reaching out in mission etc.</p> <p>PL would like the PCC to “step out” – sense of excitement around the Vision and confident finance will follow.</p> <p>PB proposed that the PCC would pledge £210k to the Diocese, seconded by Derek Hadden, carried with 1 vote against. PB also proposed that the PCC approve a 1.5% inflationary increase to pay scales effective 1 January 2017, seconded by Derek Hadden also, carried with no votes against.</p> <p>The meeting were advised that the Diocese will be much encouraged.</p>		
A 2	Youth Worker Paper 02	<p>Paper circulated in advance of the meeting.</p> <p>TM outlined the background to the proposal that a Youth Worker is appointed. The current volunteer leader has expressed a desire to step down in December. The PCC are being asked to approve the post being recruited at the earliest opportunity.</p> <p>Question on budget – 3 scales, admin, ministry and leadership (£21,000-£26,000) assumed mid-way, senior leadership. Cost is in line with PCC approved salary scale.</p> <p>PL briefly explained the background to the anonymous gift of</p>		

		<p>£10,000 to the costs.</p> <p>Question around confidence in achieving the monies required going forward.</p> <p>No further questions were raised.</p> <p>Noted that there may be some difficulty in recruiting quickly.</p> <p>Work to be done to finalise job description etc.</p> <p>TM proposed that we proceed to recruit a full time Youth Worker, seconded by Alice Denyer; carried unanimously.</p> <p>It was noted that this will be a major focus of Provision appeals to the church family etc.</p>		
A3	Issues of Sexuality & Identity Paper 03	<p>TM advised that this will be the start of a conversation. Development in the Anglican church - diverse opinions.</p> <p>TM advised that he is aware of a church that has passed a resolution as a PCC that will not carry out marriage or blessings to same sex marriages....This provides the clergy with a measure of protection.</p> <p>PL reflected that as a member of General Synod, he represents the Diocese of Bristol. He is an evangelical who would wish it not to be the defining issue of the age. There are strongly held views on both sides of the argument. A proposal is likely to come to General Synod in the next 5 years to allow same sex marriages in church. There is likely to be a huge impact on the Anglican Communion .</p> <p>Not looking for decisions this evening but looking for responses and deciding how to facilitate further discussions.</p> <p>Head of CPAS – leadership driving – galvanising Evangelical Group on General Synod (EGGS). PL has sent a letter to Bishops asking for a clear response. Good to demonstrate a broader matter of concern.</p> <p>A member felt this matter is being used by the Enemy....and reflected that there are a lot of uninformed people around....how we talk is so important must not allow a hint of judgement....</p> <p>PCC were recommended to listen to TM’s talks on Romans.</p> <p>Need to project an atmosphere where it is ok for people to talk about how they are feeling whilst providing clarity with love.</p> <p>The meeting were challenged to think about how many gay people do they know? Prayer was encouraged for the gay community and opportunities to open up in their communities.</p> <p>Need to be clear the debate is not around sex/marriage; it has now moved to identity; there being multiple gender identities in society.</p> <p>It would be helpful if PCC members could read the attached paper and listen to the relevant talks by Tim from the Romans series – links in the agenda email</p> <p>PL/TM/EB/JL to keep us informed and provide resources.</p>		
A4	Creatives “Fresh Expression”	<p>Erica Bebb gave an update on how her work is developing and plans for a “fresh expression” of church amongst creative people</p> <p>EB believes her call is to be out in the community. A document was circulated at the meeting. A “fresh expression” serves those outside the church and makes Discipleship a priority. A form of church that is for the benefit of those not within church and is shaped by the Gospel. Called to be amongst the people where they feel comfortable and encourage their creative expression. EB ran a fresh expression service at Sea Mills. Objectives to reach out to those who don’t now Jesus and to those who don’t have a “home” to local creatives in the City who could then feed back into their churches. EB was sharing her vision so that she can be</p>		

		<p>released to fulfil her calling more extensively. PL has been supportive and the proposals are in line with CC Vision. The meeting were encouraged to support EB in prayer etc. We are releasing her to do a specific thing. Bishop Lee has approved and EB will remain licensed to PL.</p> <p>Questions were invited:</p> <ol style="list-style-type: none"> 1. What happens about covering roles EB currently fills? PL advised that this will need to be looked at in more detail. 2. What plans are there for communicating to ensure Church Family are aware of what is happening. Will communicate early in New Year. Finances – need? Not yet discussed. <p>PL clarified that we are releasing EB from the CC element of her current role as Pastor for the Arts in CC and across the Diocese. EB stressed that she is going out as part of CC ministry. Work in CC/Diocese will inter-connect. PL reflected that those with a creative sense are often open to spiritual discussions etc.</p>		
A5	Caroline Buckland	<p>PL advised the PCC that CB is exploring a call to ministry and is exploring various options in ministry including assisting in serving Holy Communion.</p> <p>The PCC were asked to agree to a proposal that Caroline Buckland be licensed as an assistant to distribute communion during public worship and extended communion. This was agreed.</p>		
B	STANDING ITEMS			
B 1	Approval of minutes Paper 04	PCC Minutes on Saturday 8th October. Approved.		
B 2	Matters arising	To review action points and progress made and deal with matters arising.		
B 3	Other Minutes Paper 05 a & b	Other minutes to be noted by the PCC Standing Committee on 25th July and 19th September Noted		
B 4	Paul's Points	<p>PL gave a brief update on the new Sunday gatherings; a full review will be included on the agenda for the January meeting.</p> <p>Trinity Ordinands –it was suggested that two Ordinands attend PCC & SC meetings. This was agreed. RH to be sent details in order to issue invitations to meetings etc.</p> <p>20's and 30s representative on PCC? There are some members in place but the outstanding vacancy to be discussed by PL&TM</p> <p>It was recommended that a Gift is given to Jill Garfitt on the occasion of her Ordination. The PCC were in favour. PL to organise</p> <p>The meeting were advised that Mayor Marvin Rees will be speaking at the gatherings on 29th January</p> <p>PL advised that he is in need of an operation and will be taking some time off from 23rd January. He would be appreciative of prayers at the time.</p> <p>Gatherings on agenda in January. Mixed response, some unhappy. TM, KL, Nelly hoping to meet with some of those who have expressed concern. Need to do more work signposting what we are doing. PL to prepare something to highlight what has been done. A member advised that we need to be sensitive and allow people time to adjust and be seen to be listening. Feels direction is right but need sensitivity. Still early days. Anyone who is heard</p>		

		expressing concerns should be lead to contact Nelly.		
B 5	Warden's Points	DH encouraged the PCC to wear their badges on Sundays. It was realised that some members are reluctant to do so in case it appears to suggest exclusivity etc. but we need to remember that we are "face persons" JL encouraged PCC members to join a welcome team.		
B 6	Operations Manager's Points	An Update was given on the Coffee Shop including a proposal for a memory café which follows an approach by a consortium of GPs. Plan to open the Memory Café on a Wednesday once a month for 3 GP surgeries from March 2017. The café would be staffed by specialist GPs and the surgeries involved would carry out the DBS checks; a minimal amount of resource would be required from CC. This will be advertised in due course. Mayor Marvin will officially open the cafe on 28th January 2017 and publicity is being produced to be available in time for the Artisans market. The Café will open from 9th January. DT stated that the TORs had been updated to take account of the comments made at the last PCC to include Safety and Security, along with some other minor amendments. The updated TORs would be sent to the PCC Secretary for distribution to PCC members. Dates for future PCC meetings and a brief discussion on holding meetings on Saturdays. MP not in attendance to be deferred to next meeting.		
B 7	Safeguarding Update Paper 06	New Policy circulated in advance of the meeting. Any comments to be addressed to Sara Wadsworth. Social Media required more work from the 1st draft which was presented at a previous PCC meeting. A detailed piece of work which Kate and Jo undertook will all be going into the guidance. Thanks to SW and team for work undertaken.		
	Review of the meeting	Covered much. Refreshing to have a more "meaty discussion". Confidential: none		
	Date of next meeting	PCC and Staff Christmas Social 12th December – RSVP to the office. Next business meeting: Monday 23 rd January 7.30pm		
	Prayer	The meeting closed with prayer at 21.57pm		

Future Meetings: 23rd Jan 7:30pm; 25th Feb, 9:30am; 20th Mar, 7:30pm, 19th-20th May (away)