



CHRIST CHURCH CLIFTON

Our vision is to be a community of people who reproduce the life of Jesus

PCC MINUTES

Minutes of the meeting held at 9.30am on Saturday 14th October 2017

STATUS

Approved
27.11.2017

Present	Alex Creavin, Brendan Biggs, Jill Garfitt, Derek Hadden, Paul Langham (Chair), Janet Lee, Sian Lowe, Andrew Macpherson, Val Moore, Cluff Noon, Di Noon, Mark Orriss, Mark Parsons (Minutes), Neil Shepherd, Peter Smithson, Kevin Stone, Graham Stuart, Sara Wadsworth,
Apologies	Helen Albon, David Daniels, Alice Denyer, Adam Marriot, Catherine Simmonds, David Troughton

Ref	Item	Notes	Action (what)	Who and by when
	Introductions and Bible Reflection	<p>For most of the meeting the PCC was arranged in four smaller groups.</p> <p>JG led the meeting in a brainstorming exercise to encourage each group to think differently about how to use an everyday object. Individual groups shared their ideas with the wider group.</p> <p>JG noted that the exercise illustrated the need to ensure vision is not limited by our experience as we go forward.</p> <p>PL introduced Acts 6:1-7, and following a time of silent reflection, asked each groups to spend time sharing thoughts from the passage. Each group fed back. Key points included:</p> <ul style="list-style-type: none"> • Church growth leads to the need for change – the old processes and the old ways no longer worked. • The apostles did not ignore the issue but acknowledged it and resolved it through clear delegation. • One of the 7 chosen was an outsider – a reminder not to choose the obvious people. • As an aside it's interesting to note that widows not being fed led to priests becoming obedient! 		
A	MAIN ITEMS			
A 1 (a)	Vision Part 1 Vision Wording Paper 01	<p>PL reminded the meeting of the revised vision wording (Paper 01) which had been introduced at the September PCC meeting and circulated with the agenda.</p> <p>MP invited PCC members in their groups to apply the three key words from the paper, 'Connect', 'Grow' and 'Influence' to The Spire Coffee Shop both now and for the future. Group members fed back how they found using these words as a tool to review and re-imagine this ministry area.</p> <p>This process was then repeated for The 10 Gathering, with another period of feedback. PCC members commented that they found the process easier the second time round.</p>		

		<p>Groups were then asked to discuss what excites them about these key words and their sub-words and what possibilities they see. In response, groups shared:</p> <ul style="list-style-type: none"> • The vision works at both the macro and micro levels and helps us to see not just what the church can do, but what we, as individuals, can do. • It recognises that we are all at different levels and provides appropriate challenge where we are; but it is not too difficult – we can take this on. • It is not just a Sunday vision but has relevance 24/7. • It is not just a ‘destination’ but includes a ‘mode of transport’ to help us get there. • We now have a framework to work to and an audit tool for reviewing all we do and getting focus at every level. • It is simple! The process to achieve this level of simplicity has worked but it has taken time and cost. • At last! We now have clarity and we can now begin to embed this. • But is it too general? How do we use it? <p>Given the positive feedback from the groups, MP asked the meeting if they would be prepared to endorse Paper 01 as the revised vision wording for Christ Church. The meeting voted unanimously in favour of doing so.</p> <p>MP and PL shared the process to begin embedding these words into the life of Christ Church:</p> <ul style="list-style-type: none"> • PCC members to start using these words as a tool in their own ministry areas / areas of responsibility. • Over the coming 12 months we will be focusing on the development of small communities, with leadership training and resources to accompany this. • This will be complemented with a teaching ‘arc’ at our gatherings which will focus on spiritual growth over the next year, structured around the trinity and the words ‘Connect’, ‘Grow’, ‘Influence’. • The November PCC will be particularly focusing on how this vision can be applied to our global and local Influence, and Nadine Parkinson from TearFund will be with us. • In due course, our branding and publicity will be updated to reflect our new vision. 		
<p>A 1 (b)</p>	<p>Vision Part 2 Tim Keller’s Paper Paper 02</p>	<p>PL introduced the paper entitled “Process Managing Church Growth” by Tim Keller (Paper 02) which had been circulated with the agenda.</p> <p>PCC members had been asked to read the paper in advance and share with the meeting a significant highlight for them. During discussion, the comments below were noted:</p> <p>In larger churches...</p> <ul style="list-style-type: none"> • Recruiting volunteers is harder; 		

		<ul style="list-style-type: none"> • Small groups become more significant and their role is different; • Trust becomes more of an issue; • The importance and quality of communication is key and messages need to be repeated frequently; • The Senior Pastor has a distinctive role in vision casting, strategy and preaching; • Looking after the Senior Pastor is important; • A distinctive mission and vision is vital; • Leadership training and development comes from within rather than being outsourced; • People are attracted by vision and the church grows through the front door; • Ministry is done by many, but policy is set by few <p>It was also noted that:</p> <ul style="list-style-type: none"> • The size of a church is significant and different sizes have different strengths and weaknesses; • People tend to favour one particular size of church and think that other sizes are inferior; • Transitioning from one size of church to the next can be difficult and can often be seen as negative; • Need to recognise the tension in moving from one size to another. Things have to change; • Large churches are complex! • Larger churches need to do things well – but perfectionism carries a risk; • The paper was helpful in explaining CC’s journey over the last 10 years; • What size of church do we think CC is and what are our aspirations for growth? • We need to prepare for growth, by making the building fit for purpose – we are at capacity for some gatherings; • The paper has helped to show what is “normal” for a church of our size. <p>PL introduced a discussion on the future leadership needs for CC by sharing the experience of the IV&P group. There are different levels of leadership at CC: While the PCC operates at a high level, it is a large group. Meanwhile, the staff are involved in ministry but are also too large to make effective decisions. We recognise that we can’t all give time to provide the strategic leadership and direction that CC will need on a day-to-day basis going forward.</p> <p>In the past, there has been an “Ops” team consisting of PL, MP and TM meeting weekly to crunch through many decisions. The clergy have also met regularly as has the Standing Committee. Following on from the IV&P group, PL would like to form a core leadership team to work with him in the day to day leadership of the church. It would include some clergy, senior staff and wardens and would regularise and simplifying the informal pattern of</p>		
--	--	---	--	--

		<p>meeting that had previously existed. The team would need time to develop and begin to feel its way, so the proposal is an initial starting point.</p> <p>Proposer: MO, Seconded: AM, All in favour</p> <p>It was agreed that MP would circulate to the PCC a note of the areas that the Ops team had discussed over the last couple of years, and that the Tim Keller paper would be made available to the wider church family (subject to any copyright restriction).</p>	<p>Circulate Ops team areas of discussion to PCC</p> <p>Circulate Tim Keller paper to the Church Family</p>	<p>MP</p> <p>MP</p>
B	STANDING ITEMS			
B 1	Approval of minutes Paper 03	The Minutes of the PCC Meeting on 25 th September 2017 (Paper 03, previously circulated) were approved with no amendments.		
B 2	Matters arising	<p>Confidential</p> <p>A matter arising relating to a confidential item has been removed from the public minutes.</p>		
B 3	Other Minutes	None		
B 4	Finance Report Paper 04	<p>MP introduced the 3rd Quarter Finance Report (Paper 04) and explained that since the report had been circulated to the PCC, the figures had been reviewed by Patrick Bolster and revised to show a deficit to date of £38k. If trends continue, this is projected to be a deficit at the end of the year of £33k.</p> <p>MP reflected that Tim Keller's paper noted that churches in transition are often ready to expand activities and costs before income is at a stage to support that. He outlined the steps which he and PL are taking to address this which included a gift day to be held this coming Sunday.</p> <p>In response to a question, MP noted that the General Fund could sustain a deficit of this nature, and had designated funds in addition, but this would break the PCC's financial principles and therefore could not be sustained for long. The PCC then spent time in prayer in groups for this situation.</p>		
B 5	Paul's Points	Renew: PL reported that the DAC had reviewed the initial plans for a refurbishment of the crypt and have asked for more information. MP & PL subsequently met with the church architect to organise this. The PCC will be updated with more information as it becomes available.	Continue to develop Renew Plans	PL / MP
B 6	Warden's Points	DH reminded the PCC of the importance of filling the vacancies for PCC Treasure and Secretary asap. The PCC was asked to pray and to inform MP/PL of any suggestions for consideration.	Pray for PCC Secretary / Treasurer	All
B 7	Operations Manager's Points	MP raised none, but MO informed the PCC that he is standing down as chair of the Comms Team. He noted that the Comms Team would be reviewing their remit and CC's communications in general in the new year using a resource paper from John Truscott's website. It	Circulate John Truscott's paper to the PCC	MP

		was agreed to circulate this paper to the PCC for their information.		
B 7	Safeguarding Update	GS reported that Jo Hewitt was standing down as a Parish Safeguarding Officer with responsibility for children. A new female PSO will be needed to work alongside GS. PCC members were urged to pray for the right person.	Pray for new PSO	All
	Review of the Meeting	The group appreciated meeting in coffee area in church, with its informality, and ability to be closer together. It was noted that numbers were lower on a Saturday but that smaller numbers made for an easier discussion. It was agreed that future Saturday meetings should be held in the church).		
	Conflicts of Interest	None declared.		
	Confidentiality	Item B2 (Matters Arising)		
	Communication	Peter Smithson agreed to provide a personal reflection on the meeting for the Friday email.	Reflection for Friday email	PS
	Next Meeting	Monday 27 th November in Linden Gate.		

The meeting closed with prayer at 12:27pm

Future Meetings: Mon 27th Nov, Mon 11th Dec (PCC & Staff Social), Mon 22nd Jan, Sat 24th Feb, Mon 19th March