



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 7.30pm on Monday 27th November 2017

STATUS

Approved
22.01.2018

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

Ref	Item	Notes	Action (what)	Who and by when
	Introductions and Bible Reflection	NS led a time of reflection based on Mark 3:1-9. He asked: How well are we connected to the Father tonight? What is Jesus asking of us? Who are we coming alongside? A time of prayer followed.		
A	MAIN ITEMS			
A 1	Global and Local Mission Report and Budget Paper 01	<p>JL introduced a series of proposals to the way mission giving is allocated. These had been previously circulated to the PCC in Paper 01.</p> <p>Proposal 1: <i>We realign our budget for mission, by changing emphasis from individuals to supporting the local church to do mission. Overseas, this would mean supporting the TearFund PEP project, where the local church is involved in holistic change and development. The proposal is to support the Kitgum Project in N Uganda, giving £10,000 per year for 3 years. We would then continue to support our existing mission partners (Jock and Katy Hughes, Julian Shelton, Stephen Pacht, David Burgess,) for one year while a review is carried out.</i></p> <p>JL introduced Nadine Parkinson who made a short presentation on the TearFund PEP project and the Kitgum area of N Uganda. Our support would enable PEP to be rolled out across all churches within the Diocese, support existing projects to go further, train Diocesan leaders and provide refresher training for existing project leaders.</p> <p>It was noted that as a Deanery we already have links with this part of Uganda.</p> <p>The proposal was made by JL, Seconded by VM and agreed unanimously.</p> <p>Proposal 2: <i>We take on Jane Gillis for 3 years as a mission partner in her work with Bristol Schools Connection, giving £5,000 a year for next 3 years, with a review after 2 years to determine ongoing support.</i></p>	<p>Circulate BSC's vision statement to the PCC</p>	<p>JL</p>

		<p>PCC members asked about the legal status of BSC and how the impact of Jane’s work would be reported to the PCC. It was agreed to circulate BSC’s vision.</p> <p>The proposal was made by JL, Seconded by VM and agreed unanimously.</p> <p>Proposal 3: <i>We use the remainder of the local mission budget to support Crisis Centre and Falcon Camps, giving each £4,000 per year for a 3 year commitment, with review after 2 years. This will leave £2,000 as a contingency. Breakfast Run expenses will continue to be met from the Homeless Fund and we encourage partnership with Avonmouth and Lawrence Weston.</i></p> <p>JL reported that following discussions with VM and SW this proposal had been modified from that circulated in the paper to leave a £2,000 contingency for one-off giving as the need arises.</p> <p>The proposal was made by JL, Seconded by CN and agreed unanimously.</p> <p>Proposals 4-7 were not formally voted on but were noted. Proposal 7 noted that the work of the CALM and GMT committees had come to a natural end, and the PCC expressed its thanks to VM and SW for all they had done in chairing these committees in recent years.</p> <p>It was noted that the budget proposals from the Finance Team (item A2, Paper 02a) was calling for a £10,000 reduction in the mission giving budget. JL confirmed that if agreed, this reduction could be achieved without impacting any of the proposals agreed above.</p>	<p>Organise a Global Mission Audit</p> <p>Consider internal organisation of mission giving</p>	<p>JL</p> <p>Core Team</p>
<p>A 2</p>	<p>Budget for 2018 Paper 02</p>	<p>The budget for 2018 had been circulated prior to the meeting in the form of three papers: Paper 02a, the budget itself; Paper 02b, a written commentary from the Finance Team and Paper 02c, some comments from PL as he was absent from the meeting.</p> <p>MP introduced the discussion with some personal reflections. The expenditure items on the budget have been worked hard, but when set against known income the budget deficit for 2018 was £60k. The Finance Team proposals would reduce this to a deficit of 1k but would require £10k reductions in mission giving and parish share, no inflationary increase for staff and £34k of new giving/income.</p> <p>MP noted three challenges facing our finances:</p> <ol style="list-style-type: none"> 1. Changing demographics: Our church family is growing in size and activity but is growing younger and new people are not giving as generously as those of previous generations. 2. Discipleship: We don’t have a culture of biblical giving at Christ Church. This was illustrated by some statistics showing the number of people at CC who currently don’t give or have not increased their giving in the past 4 years. 3. Leadership: Responsibility for increasing giving lies at leadership level (both PCC and core team). It’s not something the Finance Team can fix alone. 		

		<p>MP noted that although our unrestricted cash reserves are healthy due to the designated Legacy and Renew Funds, our General Fund is too low and would not sustain a deficit of more than £6k in 2018. He concluded that there were four options facing the PCC: (1) accept the budget as presented by the Finance Team; (2) alter the ratio of cuts v increased giving while maintaining the overall deficit; (3) make a significant cut by closing a ministry area; (4) ask the Core Team to do further work and bring a revised proposal to the January PCC meeting. There followed a wide ranging discussion. Points raised included:</p> <ul style="list-style-type: none"> • The need to link vision to giving so that the church family could see where their money goes; • How successful was the recent gift day? MP noted that it had only raised about £2.5k; • The need to create more opportunities for communicating how our money is spent – especially in the area of overseas mission. Frustration was expressed that there was little time in our Sunday gatherings for visiting mission partners etc; • The need to continually monitor giving so that negative trends can be spotted early; • Many church members are struggling financially and it may be unrealistic to expect them to give more; • Have we slipped back into bad habits with managing expenditure? It was noted that some activities had overspent in 2017; • Have we got enough information on how we spend our money on the website? Not just a budget table; • Have we taught the church family about faith based giving? • Do we include the increased costs of overheads when starting or growing a ministry area or activity? If these are not budgeted for, should we be doing them? • Stewardship is not just about money, it's about time too; • Biblical giving is about giving back to God because he is good to us. We need more stories from the front / on website about what giving looks like; • The New Testament is not afraid to tackle money. Neither should we; • We do not value communication or those with communication gifts. This is a challenge of communication at which we are failing; • We cannot just assume it will "all be ok". We set a faith budget last year but this did not come through for us; • Ministry areas may have to cut costs. In most workplaces cuts are made and those affected have to get on with it; • A church of our size needs a certain level of ministry investment across all areas. We saw this in Tim 		
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		<p>Keller's paper. Cutting can be counterproductive resulting in an increasing reduction in size;</p> <ul style="list-style-type: none"> We just need to focus on teaching and discipleship; We must not allow anyone to make decisions with a financial impact without reference to the Finance Team. The allocation of the basement flat was cited as an example of poor governance in this area; The number of people currently not giving suggests that we have not yet reached our giving capacity. <p>Following this discussion it was agreed that:</p> <ol style="list-style-type: none"> MP would work with budget holders to see if further savings can be made within the expenditure budget. MP would inform the Diocese that £10k of our Parish Share pledge for 2018 may be at risk. BB noted that the Diocesan Synod had already set their budget for 2018 and that would've included our full pledge. The Core Team are asked to develop a strategic plan for bridging the deficit and to bring this back to the January PCC where the budget for 2018 would need to be approved. <p>Confidential: Paragraph removed from the public minutes.</p>	<p>Revise expenditure budget</p> <p>Inform Diocese</p> <p>Develop Strategic Plan</p>	<p>MP January PCC</p> <p>MP ASAP</p> <p>Core Team January PCC</p>
B	STANDING ITEMS			
B 1	Approval of minutes Paper 03	The minutes of the PCC Meeting on 24 th October 2017 were approved with one small typo amended.		
B 2	Matters arising	<p>SL reported that names are being considered for both the vacant PCC Treasurer and PCC Secretary roles, but that the individuals have not yet been approached.</p> <p>Confidential: Paragraph removed from the public minutes.</p>		
B 3	Other Minutes	MP gave a verbal update on the recent work of the Personnel Team noting that the revised Contracts of Employment and Employee Handbook, agreed at the July PCC meeting, had been adopted by the staff team following a successful consultation process and would become effective on 1 st January 2018.		
B 4	Finance Report	None.		
B 5	Paul's Points	None.		
B 6	Warden's Points	SL reported that the Standing Committee had considered the lower turnout for PCC meetings held on Saturday mornings but concluded that the benefits of meeting on a Saturday outweighed the impact of lower participation. PCC members were asked to put forthcoming dates in the diaries and to commit to these dates if at all possible.	Commit to attending future PCC dates	All
B 7	Operations Manager's Points	MP reported that Ryan Langdon, a member of CC who attends The 5, had expressed an interest in becoming a Deanery Synod member. BB confirmed that the PCC could elect someone to fill a casual vacancy on the Synod. It was therefore proposed by VM and seconded	Inform Ryan Langdon and Deanery Synod Secretary	MP ASAP

		by DT that Ryan Langdon is elected to the Deanery Synod. This was agreed unanimously. MP reported that PL's paper on issues of Apostleship was now ready and would be circulated to PCC members in the next few days and would be on the agenda for the January meeting.	Circulate PL's paper	MP ASAP
B 8	Safeguarding Update	GS reported that there was still a vacancy for a female Parish Safeguarding Officer focusing on children. SW reported that the Guidelines to accompany the revised Safeguarding Policy were almost finished and would be brought to the January PCC. Richard Bebb would be attending this meeting.	Complete Policy and Guidelines	PSO's January PCC
	Review of the Meeting	Members noted that it was good to have a discussion on mission giving and that the presentation by Nadine Parkinson had been very helpful.		
	Conflicts of Interest	MP noted that should the PCC wish to discuss the proposal for an inflationary salary increase under item A2 he would leave the meeting for that section. This item was not discussed.		
	Confidentiality	A2: Paragraph removed. B2: Paragraph removed.		
	Communication	GS agreed to write a summary for the Friday email.		
	Next Meeting	Monday 22 nd January in Linden Gate. Members were reminded of the PCC/Staff Christmas Social on Monday 11 th Dec, 7:30pm at PL's.		

The meeting closed with prayer at 21:52pm

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