



# PCC MINUTES

Minutes of the meeting held (online) at 9.30pm on Saturday 7<sup>th</sup> November 2020

<b>STATUS</b>
Approved
23.11.2020
(Public)

<b>Present (via zoom)</b>	Rachel Ambler, Chris Brown, John Butler, Mark Ellis, Mei Yen Furey, Hannah Gibney, Alasdair Groves, Jonathan Hendry, Susannah King, Paul Langham (Chair), Janet Lee, David Newton, Cluff Noon, Di Noon, Mark Orriss, Mark Parsons, Tavi Price, Catherine Simmonds, Peter Smithson, Graham Stuart, Sara Wadsworth, Dave Vernon
<b>Apologies</b>	
<b>Minutes</b>	Tavi Price
<b>Note</b>	This meeting, being the first meeting after the APCM, aimed to follow the more usual pattern of being more of a “retreat” than focused on business. However, due to the changing COVID situation, a number of additional items of business were added into the meeting.

Ref	Item	Notes	Action (what)	Who and by when
	<b>Welcome &amp; Bible reflection</b>	<p>PL welcomed the meeting and particularly the new members Sara Wadsworth, Susannah King and Dave Vernon. PL emphasised that this is a new PCC not just the old PCC with 3 new members tagged on and that we all need to acknowledge this – we are in a new season and we are a new PCC.</p> <p>Before Paul read from scripture, he encouraged us to all to be praying for Mei Yen and her family (joining us from her hotel room in Malaysia) who sadly was not able to see her mother before she died.</p> <p>Psalm 22 – the Psalm scholars believed that Jesus was mediating on when he was on the cross. The Psalm moves between deep anguish and despair and yet with words of praise, trust and acknowledging who God is. A reflection of our own reality of how we all live in the now and the not yet.</p> <p>Members then offered their prayers.</p>		
	<b>Business</b>			
<b>1</b>	<b>PCC Handbook – including a review of PCC Values (paper 01)</b>	<p>PL briefly outlined and commended the PCC values in the PCC Handbook. Being based on scripture they describe and teach us how we should work together as a team. Paul encouraged us all to re-read them and mentioned that the PCC should be a safe place to discuss and be open and honest with one another. We should have confidence that although there may be conflict (which is healthy and welcomed) that those discussions should not become personal and that any final decisions (even if you are in the minority and</p>		

		voted against it) should be defended and supported within the wider church. CS prayed for the PCC with the values in mind, for fresh inspiration and for these values to be instilled in our hearts as we serve our church and the wider community.		
2	<b>Approving the PCC Minutes from 28th September 2020 (paper 02)</b>	The minutes from the 28 <sup>th</sup> September were approved following the comments and amends sent through before the meeting.		
3	<b>Election of PCC officers</b>	Lay Chair – Graham Stuart will continue in this role PCC Secretary – Tavi Price will continue in this role Treasurer - Dave Newton will continue in this role Electoral role officer – Mark Parsons will continue in this role Proposed: CS, Seconded: MO, <b>Carried unanimously</b> Co-Options – None at this stage		
4	<b>Electing a member to the Standing Committee</b>	PCC can elect at least two of its members to sit on Standing Committee. At CC we allow for three and this normally includes the treasurer and secretary. Currently the Treasurer (DN) has been on SC along with MO as the other PCC elected member. The PCC secretary has not taken up their place. TP was asked to think about whether she would like to be on it. DN agreed to continue MO agreed to continue RA offered to join this year Proposed: MYF, Seconded: SK, <b>Carried unanimously</b>		
5	<b>PCC Calendar (Paper 03)</b>	This has been sent out with key dates of PCC and SC meetings as well as the regular prayer gatherings. Remember to put these into your calendars.	Note dates from calendar	PCC Members ASAP
6	<b>Appointment of Parish Safeguarding Officer</b>	Vacancy for Adult PSO - Richard Bebb happy to re-stand for this role. Proposed: SW, Seconded: JL, <b>Carried unanimously</b>	Amend spelling of VG name	MP – when updating details of PSO's
7	<b>Response on Lockdown 2</b>	PL gave an update on CC's response to the second national Lockdown <ul style="list-style-type: none"> <li>• Video message sent out to church family on the measures taken / to be taken. Everything moved back online.</li> <li>• Staff all back to working at home.</li> <li>• Livestream service can be broadcasted from the Church building (under current guidelines) which will continue on Sundays at 11am</li> </ul> Q: SK – the furlough scheme is to be re-introduced – are there any opportunities for the Spire Coffee Shop staff? A: MP – Mike has now been made redundant so		

		<p>no longer on the payroll as the decision wasn't purely due to Covid-19 and was already made before this new announcement. Kamran has a new role. If the lockdown is just temporary i.e. the proposed 4 weeks there is enough work for Kamran to do, but the situation with all staff will be kept under review.</p> <p>PL took this opportunity to thank particularly MP, JL &amp; ME in walking through this whole process with Mike and Kamran in such a professional and sensitive way. Both Mike and Kamran were full of praise for the team when PL spoke with them.</p> <p>PL also raised two further points on this, firstly that when you going through this process you are governed quite tightly and have legal constraints and obligations - for example not being able to inform other staff colleagues that this process is even happening. This can feel really uncomfortable. Secondly, the appointment of Kamran as Verger did not come to PCC for approval as legally when an organization goes through a redundancy process there is a legal requirement, where possible, to re-purpose an employee within the organization. Creating a new role of Verger was possible because it was cost neutral – rather than paying for our contract cleaners we are now paying Kamran, who along with offering better value for money also brings his evangelistic and big-hearted welcome to the care of our buildings.</p> <p>NB. The new role of verger was offered to both Kamran and Mike as part of the redundancy process.</p>		
8	<b>Finance Update</b>	<p>DN – gave a brief update:</p> <ul style="list-style-type: none"> <li>• Presentation given at APCM showed that we are looking at a significant deficit on the General Fund c.£30k deficit for 2020.</li> <li>• DV is going to join the Finance Team</li> <li>• Patrick Bolster &amp; MP continue to serve in this team</li> <li>• David Daniels is stepping down – DN expressed a big thank you to him for being a rock and bringing so much wisdom and reality to the discussions.</li> </ul> <p>The PCC offered their thanks as well to DD and the other members continuing to serve on the Finance Team and the confidence it gives to the PCC when making financial decisions. PL to write to each member.</p> <p>Proposal for DV to join the Finance Team: Proposed: DN, Seconded: AG, <b><i>Carried unanimously</i></b></p>	Write to each member of the Finance Team	PL

9	<b>Proposal for clearing deficit for 2020</b>	<p>PL – As followers in God’s kingdom our approach and expectations around finances should be hopeful and bold.</p> <p>For the meeting of the 23rd November we will be bringing some proposals for addressing our financial situation into 2021 and beyond. The aim now is to seek the PCC’s wisdom and guidance and approval of a proposal to clear the £26k deficit in our Provision giving for 2020 by the end of the year.</p> <p>As part of the gathering held on the 8th November to bring this need before the church family. PL &amp; Jackie to lead the way by each offering one-off gift of £250 and then inviting other members to bring their offering where possible. A time of response will then be included in the gatherings on 15th and 22nd November.</p> <p>A couple of comments were made but the consensus was to support this proposal if done in a sensitive way and for there to be a plan B if insufficient funds were raised.</p> <p>Let’s make it as easy as possible for people to give.</p>		
10	<b>Proposal for purchasing livestreaming equipment (Paper 05)</b>	<p>MP brought a proposal to purchase some livestreaming equipment as the need for this equipment will not go away even after COVID-19 does. (Currently CC is using equipment belonging to a member of the 5 gathering).</p> <ul style="list-style-type: none"> <li>• Usual costs for all our gatherings c.£11k / year</li> <li>• This year they have cost us £2k.</li> <li>• £10k requested from legacy funds – this already has the support from the Standing Committee.</li> <li>• A brief discussion took place with various questions but were answered sufficiently to continue with the proposal.</li> </ul> <p>Proposed: SK, Seconded: DN, <b><i>Carried unanimously</i></b></p>		
11	<b>Update on RENEW fundraising timeline (Paper 06)</b>	<p>HG – have an update from the RENEW Fundraising committee (which also includes Paddy Sykes, GS, JH, MO).</p> <p>Paper 06 sets out the plan they have put together for the next 3 months and shows the deadline for value engineering in case this becomes necessary.</p> <p>There are 3 active grants being pursued at the moment. Each week an update is being sent out to the wider RENEW team; let HG know if you would like to receive these emails.</p> <p>HG encourage anyone who has any fundraising ideas to get in touch with HG or JH.</p> <ul style="list-style-type: none"> <li>• Q: ME - is there going to be a page on the CC website that tracks the progress of the fundraising? A: We have a site that is similar</li> </ul>		

		<p>to a JustGiving page where the church family will be able to watch the progress. Part of the communications strategy will be how we keep the congregation informed not only about fundraising but how the project is progressing.</p> <ul style="list-style-type: none"> <li>• Q: AG - How do we tap into the creative talent we have at Christ Church and then how do we make these ideas a reality? A: there is forum within the fundraising committee that will be looking at these ideas to see which ones would be most beneficial and cost effective in terms of time and money.</li> <li>• Q: MYF gave some ideas to Mike Innes a couple of weeks ago about an idea re. international visitors and putting a link with some comms on their FB page so they can easily give if they want to. MYF to connect with HG and MP.</li> <li>• GS: A thank you to HG for giving 8 hours of her time each week to this. Both HG and JH have been great at kick starting this. There is a give.net page which has been set up this week which will be advertised on the website and outside the church. We all need to be involved with this – can your small community do something to raise some money? Another idea is to break down the cost of certain items.</li> <li>• JH: coming back to AG’s question, JH confirmed he is practical and not creative so all ideas start with a business case and anything not making a profit would not be taken forward.</li> </ul>		
12	<p><b>Leadership in Christ Church</b></p>	<p>Work on the relationship between PCC, Standing Committee, Core Team and Staff</p> <p>MP gave the meeting some background on the various groups and how they relate to each other. MP talked through the challenges and problems that face the Leadership of large churches.</p> <p>Leadership in Christ Church fall into 3 areas:</p> <ul style="list-style-type: none"> <li>• PCC – Governance</li> <li>• Core Team – Day to day leadership</li> <li>• Staff Team – Delivery</li> </ul> <p>The meeting split into breakout groups to consider and discuss following questions:</p> <ol style="list-style-type: none"> <li>1. Do you accept there are challenges in making the CofE system work in a larger church?</li> <li>2. How well do you think our current structure works at present?</li> <li>3. What isn’t working well at present?</li> </ol>		

		<p>4. What one thing would you change now? 5. What one thing needs further work?</p> <p>The 4 groups fed back with the main points being:</p> <ul style="list-style-type: none"> <li>• All agreed there were challenges with the CofE system</li> <li>• PCC meets too infrequently</li> <li>• Broken structure</li> <li>• Big issue of poor communications</li> <li>• Poor implementation of decisions.</li> <li>• Reactionary, not proactive enough</li> <li>• Be good to circulate the structure and the roles of each team</li> <li>• Be good to have a dedicated comms manager</li> <li>• Do an audit of our current communications skills and what we need to work on</li> <li>• Have a list of what the staff team do and what the team of volunteers do.</li> <li>• the need for better resourced subgroups</li> <li>• more accountability for actions in the tracker with better follow up</li> <li>• MP – key person – how can we spread the workload better?</li> <li>• Structure is complicated – does that lead to disconnection?</li> <li>• Connection issues with the different groups but an even bigger disconnect with the members in Christ Church</li> <li>• Great to ask these questions – would have been good to have these before the meeting</li> </ul> <p>MP thanked the meeting for the feedback and said that it will be used to aid more discussions, and this is just the first of many conversations.</p> <p>PL – none of the comments come as a surprise and members of SC and Core Team want to be undefended and would all own and acknowledge them. There is a desire to improve so we need to work together to ensure that happens.</p>		
13	AOB	<p>GS – gave a reminder of the 24/7 Prayer week starting on the 11<sup>th</sup> November. We are different to any other group of trustees in that we are a Christian organisation and so the idea is that we as pray as a church 24/7 for a week and if we do that, we will see wonderful change.</p>		
		<p>PL – gave the meeting two things to go away and think and pray about in the context of leading by listening:</p>		

		<p>1) we need to invest in our Small Communities and their leaders</p> <p>2) the vision booklet ends at the end of 2020 – what does the Lord want our vision to be in the coming year(s).</p> <p>Particularly pray about involving younger members of the church family in these areas.</p>		
		<p>PL - Christmas – we have begun to publish the events we are hoping to run over the Christmas period with contingency planning in case they need to all go online.</p> <p>Creative idea coming out of one the small community – RA shared the idea of “Advent Windows” – thinking of ways we can share the Christmas message by decorating our windows, ideas will be posted on the Facebook page. Hoping that this idea could be put out to other churches across the city.</p>		
<b>14</b>	<b>Prayer</b>	JL – closed the meeting in prayer		

**Future Meetings:** Mon 23<sup>rd</sup> Nov, Mon 25<sup>th</sup> Jan, Sat 27<sup>th</sup> Feb, Mon 22<sup>nd</sup> March, APCM 25<sup>th</sup> April