



PCC MINUTES

Minutes of the meeting held at 9.30am on Saturday 16th October 2021

STATUS

Approved
22.11.2021
(Public)

Present (via zoom)	Chris Brown (Chair), John Butler, Mark Ellis, Mei Yen Furey, Hannah Gibney, Alasdair Groves, Susannah King, Paul Langham, Janet Lee, David Newton (DNe), Cluff Noon, Di Noon (DNo), Mark Parsons, Tavi Price, Catherine Simmonds, Graham Stewart, Dave Vernon, Sara Wadsworth
Apologies	Rachel Ambler, Lucy D’Orton Gibson, Jonathan Hendry, Mark Orriss, Peter Smithson, Chris Whitwell, Anna Wright
Minutes	Tavi Price

Ref	Item	Notes	Action (what)	Who and by when
	Welcome	<p>CB welcomed the meeting and gave a couple of pieces of news – Val Moore had an operation on her arm yesterday which went well & Lucy D’Orton-Gibson has had a baby girl (Beatrice).</p> <p>We then prayed for Val & for Lucy, Reuben and Beatrice and for the meeting ahead.</p>		
A		Main Items		
A1	Vision	<p>JL started the item by asking the question: - <i>how do people feel about the gatherings in the morning?</i> (we went around the table asking everyone in turn)</p> <p>Main points / views</p> <ul style="list-style-type: none"> • No structure at the ten • Online feel left out • More volunteers needed for kids groups • 10 feels like it needs to move forwards • No permanent format at the 10. • Feels like a social • It would be good to know what’s happening at the beginning of each service • Worship too loud – too much performance • Communication needed at the start of the service as to what will happen – needs structure. • Overwhelmed by the number of new people coming • Are they from the old 5? • Wonderful seeing all of the age groups gathered together 		

		<ul style="list-style-type: none"> • Can we examine why people have left – are they supporting local churches? • No line of sight of the cross – worship band are spread across the stage • Feeling hopeful for what is happening • Lovely having everyone in the room • What is the health of our small communities? • How are we reaching out to people who have not yet come back? • Amazing number of new international arrivals • Can we have some space to celebrate what is going on in the various ministries • Excited • How do we give feedback – how do we know that it's heard? • Who is the 10 for? • Fruitfulness & effectiveness • How do we measure engagement? Number of people engaged in the sung worship looks small. Where is the joy? • Worth remembering, we are only a few weeks in. • Needs to have a "sycamore tree" – space for those to peep into what is going on. <p>The SLT gathered all these comments together to review at their next meeting and added their thoughts.</p> <p>Main points: MP:</p> <ul style="list-style-type: none"> • The values of encounter, generosity, family and transformation are beginning to come alive • Some conversations are happening around tables that just wouldn't have happened if they had been in rows. • Many churches are struggling, following Covid, to bring people back into church, CC have made a conscious decision to making the feel of the live stream an encouragement for people to want to be in the building with us. <p>CB:</p> <ul style="list-style-type: none"> • When we are planning the gatherings, things like layout, when coffee will happen etc. are not random but thought out by asking the question what will help facilitate worship, engage and encountering Jesus. • Talking around the sense of journey 	Review responses	SLT
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		<ul style="list-style-type: none"> Intentionally focusing on the quality of the journey not necessarily the destination <p>PL:</p> <ul style="list-style-type: none"> Destination for PL is about creating a church which enables people to effectively be Jesus when not in the church building. Reality is that the UK church is failing – looking just at the CofE over last 5/6 years the church commissioners have pumped £240m into the HTB resource church model whilst in that same period church attendance has dropped from ~900k to ~700k attendees Methodist church is almost closed Growth has to be new people coming to faith not through transfer Our focus needs to enable people to lead people to Jesus and not to rely on Church programmes Predictable structure – if what we have been doing for many years is not producing the fruitfulness we want then surely, we need to do things differently. What we are doing is not permanent nor do we expect to emerge into a settled pattern Clarity around our Vision will be brought to the next meeting 	Bring vision to Nov PCC	SLT
A2	Sub Groups Paper 01	<p>MP posed a question to the meeting to start this item off: (like the first item each person had the opportunity to give their opinions).</p> <p><i>Why aren't our subgroups working? and name one thing that the PCC can do to make a difference between now and Christmas.</i></p> <p>Main points:</p> <ul style="list-style-type: none"> No clear view of the mandate about what each subgroup does Not enough volunteers Not enough structure No reporting and governance Time – people already involved in other groups Need to use technology - be creative Need to have discipline in meeting up Need committed dates throughout the year Should there be more groups? Evangelism, mission, children's groups, pastoral care? Lack of groups 	Further work needed on this	Standing Committee

		<ul style="list-style-type: none"> • Viability – how much time do members need to commit to – how many people are needed for each group to be viable? • Succession planning • All inward focused • If important – why is there no clarity? • What is the minimum? • Is it governance? • Safeguarding – and other stuff going on but not called subgroups • Need to involve the Church family more - they will have lots of expertise in many areas • Clear roadmap for each group • Need a recruitment drive <p>MP gave a few of his observations:</p> <ul style="list-style-type: none"> • Are they important? Looking at the governance role of PCC – finance, buildings, personnel risk & management are legal requirements. • What is the Key thing? Getting the right people! • HOW? Focus needs to shift away from just giving MP a load of actions • Need to consider why the timetable work that was drafted in 2017 didn't work in practice. • It was very difficult to get groups to meet within the specific dates and report back to PCC • Could do with an overall PCC business Manager • Do we need more subgroups? • Prefer the word Team rather than subgroups • Need the right reporting structure • Challenge of skills and getting people in the right roles is tricky 		
A3	3 rd Quarter Finance Report Paper 02	<p>DN gave his main observations:</p> <p>Total expenditure at the end of Q3 was £431k, ~£40k below budget</p> <ul style="list-style-type: none"> • Total income was £403k compared to the budget of £471k, ~£68k under budget • Covid has had a significant Impact on finances • It could have been a lot worse, compared with many other churches. • Expenditure as well as income is down. • Challenges for the year ahead e.g., £46k less rental income from Mama Bears. • Parish Share – diocese would like us to increase our share in 2022 from £201k to £208.8k this 		

		<p>should be in line with a 1/3 of our income but will be part of the budget bought to the next PCC</p> <p>MP added 3 further points:</p> <ul style="list-style-type: none"> • Reassured the meeting that the reasons that most people have stopped contributions are for positive reasons, i.e. a move away from Bristol or a change in family circumstances. • Covid has disrupted our ability to go to the church family and seek further generosity with giving. We can now move on with this. • We mustn't forget that we did still manage to raise £400k for Renew in these difficult times. • No plans to plug any shortfall in income this year. Instead we will aim to address the long-term sustainability of our finances. • Generosity Sunday coming up on the 7th – (since the meeting this was changed to 14th November, so the 7th could focus on COP26). <p>Questions were taken from around the table and then answered as a whole, the main points:</p> <ul style="list-style-type: none"> • When presenting a picture to the church family and seeking to increase our giving – could they include some relatable numbers i.e. if you were to increase by the same amount as your Phone/Netflix/Coffee budget per year/month it would have X impact on our finances. • Finances are one data point, but also are our emails, attendance at the gatherings etc. Would like to understand the trends. • Do we need to talk about minimal reserves? • What and when might there be difficult decisions to make if income remains low in the next few years? • Discrepancy of givers and those on the email lists that needs to be addressed. • Linden Gate income – need to understand what the position is here? • Do we need to be concerned about the RENEW shortfall? • Have we factored in rising energy costs? • Ability for people to give may be stretched. • Be good to understand how much is still being given by those who have left – element of risk? • Good to see some different income scenarios with a RAG status alongside them. 		
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		<ul style="list-style-type: none"> • Need to know where we are before generosity Sunday with <i>Buy a Brick</i> as we may get asked • 4/5 year plan – any big ticket items that we be hit with? <p>There was not enough time to address all these thoughts and questions but DN did address the RENEW query as it was mentioned by a number of people.</p> <ul style="list-style-type: none"> • Current shortfall ~£100k • Outcome of grant applications still outstanding • Not under immediate time pressure due to Kitto's's loan facility • MP also mentioned that we are close to being able to use the crypt for covid booster vaccinations in November and December which will generate a rental income of £7,000 		
B	Standing Items			
B1	Apologies	Apologies received and noted above		
B2	Approval of Minutes Paper 03	Minutes of the meeting on 27th September 2021 approved.		
B3	Review of PCC Action Tracker Paper 04	<ul style="list-style-type: none"> • TP gave an update on an action regarding contacting each ministry area to ask for updates/testimonies/prayer points etc. – proforma to be agreed by MP and then emailed out. • JB asked if each item could be reviewed and if we just don't have the resource to proceed with it– let's all agree to remove it. • MP took an action to review tracker and chase those with actions before the next meeting 	Chase for updates	MP / 22 Nov
B4	SLT's Points	<p>PL:</p> <ul style="list-style-type: none"> • Accepted an invitation to join the Diocese Racial & social justice group • Asked and accepted to be a facilitator for LLF (Living in Love and Faith) • Re-elected to General Synod • A confidential point has been removed from the minutes here. • Extended an invitation to our ordinands to attend PCC meetings as observers <p>MP:</p> <ul style="list-style-type: none"> • MP has been asked to join the Board for UCAN (UK Church Administrators Network) – which is an organisation to support church 		

		administrators of which there are c.1700 in the network.		
	B5 Warden's points	<p>GS:</p> <ul style="list-style-type: none"> • AED training – last scheduled one 19th October • 5th December – beginning his journey of rowing across the Atlantic – raising money for Tear Fund/Climate change (aim is £15k) <p>CS:</p> <ul style="list-style-type: none"> • Productive conversation had about the LGBTQ group - next step is to move forward with the LLF course next year • Stepping down as Church warden. New work commitments and upcoming marriage means that she can no longer give the 100% commitment she would want to give. CS has prayed about it and strongly feels this role was for a season – been through Covid and some other difficult issues and now time to hand over to someone else. (The meeting gave their appreciation). 		
	B6 Safeguarding update	<p>SW:</p> <ul style="list-style-type: none"> • Still no news on the visit by the diocesan team • Need to look at hosting a C1 training course • DBS check done and booked in for C2 training 		
	Review of the meeting	<p>How effective has this meeting been at meeting expectations? All gave a number from 1 to 10 – mostly gave above a 7 with a couple of exceptions.</p> <p>Confidential items: B4, 4th bullet point</p>		
	Meeting close	The meeting paused to close in prayer (CB)		
	Next meeting	Monday 22 nd November 7.30pm		

Future Meetings: Mon 22nd Nov, Mon 13th Dec (Social), Mon 31st Jan