



PCC MINUTES

Minutes of the meeting held at 7.30am on Monday 22nd November 2021

STATUS

Approved
31.01.2022
(Public)

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

Ref	Item	Notes	Action (what)	Who and by when																		
	Welcome	<p>PL welcomed the meeting and asked us to be praying for Lucy & Reuben as their girls are unwell and in A&E.</p> <p>Bible passage: Ephesians 5</p> <p>Verses 1-6 – focus is on unity</p> <p>Verses 7 onwards - the distinctiveness of grace and gifts</p> <p>PL proposed a question to us all – what one word would help define a mature follower of Jesus.</p> <p>The following words were given (some were duplicated):</p> <table style="width: 100%; border: none;"> <tr> <td>Love</td> <td>Dependent</td> </tr> <tr> <td>Certainty</td> <td>Christlikeness</td> </tr> <tr> <td>Holy</td> <td>Listens</td> </tr> <tr> <td>Transformed</td> <td>Fruitful</td> </tr> <tr> <td>Awakened</td> <td>Devoted</td> </tr> <tr> <td>Gracious</td> <td>Vulnerable</td> </tr> <tr> <td>Truth</td> <td>Selflessness</td> </tr> <tr> <td>Peaceful</td> <td>Service</td> </tr> <tr> <td>Servant</td> <td>Confidence</td> </tr> </table> <p>Relationship</p> <p>We prayed for Lucy and her family.</p>	Love	Dependent	Certainty	Christlikeness	Holy	Listens	Transformed	Fruitful	Awakened	Devoted	Gracious	Vulnerable	Truth	Selflessness	Peaceful	Service	Servant	Confidence		
Love	Dependent																					
Certainty	Christlikeness																					
Holy	Listens																					
Transformed	Fruitful																					
Awakened	Devoted																					
Gracious	Vulnerable																					
Truth	Selflessness																					
Peaceful	Service																					
Servant	Confidence																					
A	Main Items																					
A1	Answers to 6 Critical Questions	<p>CB & CW fed back on their work around organisational clarity based on Patrick Lencioni’s 6 Critical Questions</p> <p>This is the start of an ongoing conversation not just at PCC but in small communities, our gatherings etc.</p> <p>It will also help to give organisational clarity</p> <p>Why do we exist?</p> <p>We exist to make wholehearted disciples of Jesus</p>																				

		<p>Simply, the most effective and fruitful place for us to be as friends and followers of Jesus is to be the people God has made us to be in the places, He has called us to be. Fully alive in Him, surrendered and dependant on Him. This is wholeheartedness in Jesus, and we exist to help people move towards this place.</p> <p>For people who have and for those who do not yet have faith in Jesus.</p> <p>How do we behave?</p> <ul style="list-style-type: none"> • Family is our environment and culture • Encounter is our pursuit • Generosity is our privilege • Transformation is the fruit <p>What do we do?</p> <p>We create environments for people and connections with people that help them to encounter Jesus, receive His love and be transformed into the people God is calling them to be, doing the things He is calling them to do.</p> <p>How will we succeed?</p> <p>By creating meaningful and lasting relationships with people by reducing people's dependency on events and programmes by increasing people's dependency on Jesus by equipping people to be led by the Holy Spirit in the whole of their lives by demonstrating Jesus' love to the people of Clifton by a consistent focus on the current stage of the journey and people's calling and capacity</p> <p>CW shared a couple of stories coming out from the Light Party:</p> <ul style="list-style-type: none"> • 100 plus kids were in the building. A mum as she was leaving said to Janet – I feel so welcome here it feels like family and I love your generosity • A confidential item was removed from the public minutes here. <p>Ruthy's heart is not just to run a Light Party but to demonstrate Jesus' love and the Light Party is the vehicle to do that.</p> <p>What is important right now?</p> <ul style="list-style-type: none"> • Helping newcomers to find their place of belonging and relationship in our family • Shifting the focus from Sunday to the whole of the week • Increasing regular giving <p>Who must do what?</p> <ul style="list-style-type: none"> • Chris W - Calling • Mark - Enablement • Janet - Care 		
--	--	---	--	--

		<ul style="list-style-type: none"> • Helena - Sacrament • Paul - Understanding • Chris B - Strategy <p>PL invited those who wished to, to say how they felt about what they had heard.</p> <p>ME – helpful / good structure to answering the 6 questions – would like to move into operation now and who is going to do what</p> <p>DV – found himself, surprisingly, liking the vagueness! but did think how are we going to communicate this?</p> <p>SW – faith without works is dead came to mind, the challenge is looking outside and not expecting those to come to us</p> <p>GS – gut feeling is we are doing exactly what we should be doing</p> <p>JB – questioned relying on our feelings rather than thinking, however liked the focus on getting out</p> <p>SK – felt emotional listening to the stories</p> <p>AW – was this not what was happening before? Heard someone she knows say “wow I didn’t know churches could be full like this?” Also hears lots of conversations around her about religion – can we find out what people are looking for, what puts them off?</p>		
A2	Finance Report and Budget 2022 Paper 01	<p>Dave Newton gave an update on the financial position at 30th Sept 2021 and presented the draft Budget for 2022.</p> <p>Referred to the big themes on the paper:</p> <p>What happened this year:</p> <ul style="list-style-type: none"> • Saved money from not doing things but also suffered a loss of income. • How do we get our level of income up in 2022 and beyond? • Operating costs in 2022 will come back to what they were. • We are losing income from rent, the nursery in Oakfield road and Linden Gate (c.£64k pa). <p>Budget: income – ‘stretch’ target of £420k. Using sensible assumptions:</p> <ul style="list-style-type: none"> • Existing givers – appeal to increase their giving (5%) • Newcomers – not yet been asked – ask them to start to give (worth 10% of current level) • What levers do we have? Parish Share/ mission outside the parish • £20k in adhoc giving 		

		<ul style="list-style-type: none"> • Oakfield Road gives us a potential opportunity – we would like to recommend a team getting together to look at our properties and make sure we are making the most of these. PCC to give their agreement for this team to be formed. <p>Expenditure:</p> <ul style="list-style-type: none"> • Parish Share £184k (reflecting fall in income) • Outside of the parish – to be held at 2021 level • Personnel team yet to meet regarding Staff Salaries <p>Follow up on response to Generosity Sunday:</p> <p>As of Monday, we have received 57 responses, broken down as follows:</p> <ul style="list-style-type: none"> • 24 new givers, pledging £18,300 in 2022 • 30 increasing their existing giving, totalling an increase of £22,464 (an amazing average increase of 34%) • 2 keeping their giving the same • 1 one-off gift of £1,300 <p>Taken together, the annual increase is £42,064, representing 11.5% of the baseline giving in Sep 2021, versus a target increase of 15% set in the draft budget. So, we are most of the way there! However, the pledges from existing givers are still only about 1/6 of the total. Pledges are still coming in, and we plan to remind the church family about making pledges in the next couple of weeks. We will then approach individually those who have still not responded.</p> <p>Questions and Comments were raised around the table such as what is happening with RENEW and the outstanding grant applications? (no news at the time of the meeting)</p> <ul style="list-style-type: none"> • Encouraged by new givers – but must keep this on the agenda - it can't be once a year thing • JL commented that she is happy with the budget for the giving outside the parish and she also pointed to church family news email that had the latest Tearfund report. • What can we do to encourage the other half of the church family to give? Can we provide the congregation with a quarterly update on where we are with giving? • How honest are with the congregation with the deficit – they might think we are “fine” and therefore don't feel the need to give. • How are we going to meet the RENEW shortfall? • Can we see some trends within the numbers? 		
--	--	---	--	--

		<ul style="list-style-type: none"> • Do we need to revisit the reserves policy? • Have we allowed enough in the budget to cover increasing energy costs? • Is there budget for any loan repayments (to cover the RENEW shortfall)? • Is the coffee shop being looked at or at least this space for lone working, English speaking lessons? • What is happening with buy a brick? • Should we be spending money on pastries each week? – feedback from people in the congregation • Could there be slides (in the background) showing how much it costs to run the church each Sunday? <p>DN – will take these questions offline and feedback next PCC meeting. He reflected on how good Generosity Sunday was that the focus was actually not about how much we need but about our individual response to money.</p> <p>There was no urgency to get the budget agreed tonight – so no vote was proposed.</p> <p>Approval was sought in principle to form a group to look at the assets and investments we have and that may arise:</p> <p>GS – proposed</p> <p>DV – Seconded</p> <p><i>Unanimously carried</i></p> <p>SC to consider who might be asked to be in this group and PCC members ask to also think about those in the church family who may be experts in this field.</p>	Feedback on questions raised	DN – 31/01/22
A3	Updated Role Profile for Chris Whitwell Paper 02	<p>Role profile for info – CW job description</p> <p>For information only at this point - Feedback questions to MP or ME – it has still not gone to the personnel team and SC - and will be brought back to PCC next year.</p>	Feedback questions to MP/ME	PCC – ASAP by 31/01/22
B	Standing Items			
B1	Apologies	Apologies received and noted above		
B2	Minutes Papers 03 & 04	No amends – minutes of the 16 th October meeting approved.		
B3	Review of PCC Action Tracker Paper 05	<ul style="list-style-type: none"> • Remove MO action on re-branding as this has moved across to Oliva • SC to review action tracker 	SC to review Action Tracker	SC ASAP
B4	SLT's Points	None		
B5	Warden's points	GS:		

		<ul style="list-style-type: none"> • Off on his boat! – please support him by sponsoring Tearfund – just giving page available • Coffee shop – what is happening? PL - SLT are working on proposals to be brought back to PCC. • SLT relationship with PCC still unclear, SC to look at this 	SLT/ SC to review	
B6	Safeguarding update	None		
	Review of the meeting	Item in A1 – to be held in confidence		
	Meeting close	The meeting closed in prayer (JL)		
	Next meeting	Mon 31st Jan, 7:30pm		

Future Meetings: Mon 31st Jan, Mon 28th Feb, Sat 19th Mar, Mon 25th April