



PCC MINUTES

Minutes of the meeting held at 7.30am on Monday 31st January 2022

STATUS

Approved
28.02.2022
(Public)

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

Ref	Item	Notes	Action (what)	Who and by when
	Welcome, Worship & Prayer	<p>CB welcomed the meeting</p> <p>PL read John 15 and then a few members shared some encouragements about abiding.</p> <p>A few notices were given:</p> <p>3rd Feb @ 11pm Thursday Rob Godfrey’s funeral; being streamed live (link in Friday email).</p> <p>16th Feb @7pm first graduation for SPEAR – all welcome and encouraged to attend.</p> <p>The meeting stood to remember and give thanks for the life of Val Moore following a tribute from Paul.</p>		
A	Main Items			
A1	<p>Budget for 2022 Paper 01</p> <p>A1 & A2 were taken the other way around at the meeting</p>	<p>DNe introduced the item.</p> <p>General Fund</p> <p>MP updated the meeting on changes to our financial position since the November PCC meeting:</p> <ul style="list-style-type: none"> • 2021 – deficit expected to be £45k • Generosity Sunday – there are now 71 responses - £50k new or increased giving per year • Average increase in giving for existing givers is 31% • We need to keep the conversation going and to encourage those who have not responded - including several members of the PCC! - to do so. The response doesn’t have to be an increase it could be a decrease or just staying the same but a response is helpful. 		

		<ul style="list-style-type: none"> • DNe added that from the overall response rate is about 22%. • Some comms could be sent out to encourage those members to respond but in a sensitive way. <p>Comments from the other members:</p> <ul style="list-style-type: none"> • This could indicate that a vast number of the congregation do not appreciate the financial situation we are in. • We have about 50% of households who attend Christ Church where there is no record of them giving at all to Christ Church - these households potentially have it in their gift to resolve our financial difficulties. • Should giving be mentioned every week? In the past the collection plate would have gone round during each service. • How often generosity is mentioned is one thing but at the least every member of the church family should be aware of our finances. Many may look around and think that the church doesn't have any money worries. <p><i>MP left the room whilst the next part of the finance update was discussed.</i></p> <p>Personnel team – recommendation for an annual inflationary increase for paid staff at CC</p> <p>The Personnel Team recommend a range, based on various indices (e.g., CPI), between 2.2-4.8%, In monetary values this is between £4200 - £9200.</p> <p>There was a lot of discussion between being a fair and generous employer and being realistic about our current financial situation. Following the lengthy discussion there was a show of hands first to see what the temperature in the room was on this and whether we were ready to take a vote:</p> <p>3.5% - 6 4.8% - 9 1 abstention</p> <p>Proposal – increase in staff salaries of 4.8% Proposed: DNe, Seconded: LDG For: 11, Against: 3, Abstentions: 2</p> <p><i>Proposal carried</i></p>		
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		<p><i>MP rejoined the meeting</i></p> <p>RENEW update</p> <p>Options for meeting the deficit:</p> <ul style="list-style-type: none"> • The loan facility from Kitto has given us time • The one outstanding loan application with Garfield Weston is taking longer than anticipated • In mid-May we are scheduled to pay c.£115k • We continue to use the loan facility with Kitto, or shift to a commercial loan (eg Methodist chapel aid, c.3% so c.£3k a year on payments) <p>2022 Budget:</p> <p>DNe proposed that in order to balance the budget we need to incorporate the increase in staff salaries that have just been agreed with an increase in the budget for provision giving. Need to be hopeful that we can achieve this.</p> <p>Budget proposed</p> <p>Proposed: DNe, Seconded: HG</p> <p><i>Unanimously carried</i></p> <p>A Confidential item has been removed from the minutes at this point</p>		
A2	<p>Local Mission Giving Proposals Paper 02</p>	<p>MP stepped in for JL to talk through this paper.</p> <p>The bulk of this review of giving away from the parish work was done pre-covid including the giving overseas piece so the focus for the meeting was mainly in relation to Local mission and agreeing the 2022 budget.</p> <p>Discussions and questions around the paper were mainly centred around why we are reducing our giving in certain areas and the answers given were that the members connected with these charities or people had ebbed away over time, so the desire was to re-align giving with the priorities of our current church family.</p> <p>Other observations:</p> <ul style="list-style-type: none"> • the vision seems too small • missing the persecuted church • do we need more flexibility? • can we revisit this paper a few times within the year? • language needs to be clear • individual support not mentioned in this paper 		

		<p>The following budget for local mission was proposed for 2022:</p> <ul style="list-style-type: none"> • Bristol Schools Connection - £4,000 • InHope - £3,000 • North West Bristol Foodbank - £1,000 • Homeless Work (funding the CC team serving BOSH) - £2,000 • Christians Against Poverty - £2,000 <p>Alongside the other areas of mission the total budget proposed for “giving away from the Parish” for 2022 is £56k</p> <p>Proposed: SW, Seconded: DNo</p> <p><i>Unanimously carried</i></p>		
A3	Further work on PCC Subgroups Paper 03	<p>SC – 3 pieces of work done since the last meeting</p> <ul style="list-style-type: none"> • Thorough review of how each Subgroup was working • Defined the role of chair with a role profile • Plan to communicate the need for membership of these groups from the wider church 		
B	Standing Items			
B1	Apologies	Apologies received and noted above		
B2	Minutes Paper 04	One typo to be corrected – minutes of the 22 nd November meeting approved.		
B3	Review of PCC Action Tracker Paper 05	<ul style="list-style-type: none"> • Lone working policy is being worked on by the Personnel Team • Hardship fund – DNe – looking at what other churches do – fund would need to sit outside the main church accounts • JB raised the question around Brand – concerned if Mark and Olivia do lots of work and require a budget what happens if there is no money? MP didn’t think it would necessarily be a costly exercise but took the point. 		
B4	Personnel Team Report	Meeting next week – looking at implementation of the Lone working policy		
B5	SLT Points	<ul style="list-style-type: none"> • SLT’s primary focus since in September has been the renewal of the 10 Gathering – this is still ongoing. • Next priority is to refine the language we have been using within the playbook (6 critical questions). This has been internal language but needs to become more external in order to bring further clarity to the whole church family. 		

		<ul style="list-style-type: none"> SLT are also considering language around leadership – recognising that the word “senior” is not always helpful in describing the style of leadership the SLT aims to embody. 		
B6	Warden’s points	None		
B7	Safeguarding update	None		
	Review of the meeting	<p>Both ordinands who had joined the meeting gave a couple of comments: thankful to hear that we have a faithfulness of sticking to the core values of family and generosity within this meeting even though this might be costly. Good to see behind the scenes.</p> <p>JB: Could we have a big screen at these meetings to view items such as the budget? can we have sight of future agenda items?</p> <p>Last item in A1 is confidential.</p>		
	Meeting close	<p>PL relayed some sad news that Mike Cain (Leader of Emmanuel) has been diagnosed with Metastatic Melanoma, waiting for a prognosis.</p> <p>The meeting closed in prayer, particularly for peace and healing for Mike and his family.</p>		
	Next meeting	Monday 28 th February 2022		

Future Meetings:

Saturday 19th March

Monday 25th April

Sunday 22nd May (APCM)

Friday& Sat 10th/11th June (PCC Weekend Away)

Monday 27th June

Monday 18th July