



PCC MINUTES

Minutes of the meeting held at 7.30pm on Monday 28th February 2022

STATUS

Approved
19.03.2022
(Public)

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

Ref	Item	Notes	Action (what)	Who and by when
A	Main Items			
A1	Leadership at Christ Church Paper 01	<p>MP introduced the meeting – he has been reflecting on leadership in churches for a while and considering the interface between what the bible teaches us about leadership and the wisdom that comes from the secular world.</p> <p>A year ago, we looked at the role of the PCC. Some of the key issues raised in a survey of PCC members included:</p> <ul style="list-style-type: none"> • Should PCC be representative of the congregation? Is “representation” biblical? • Governance v Leadership v Management...? • Leadership expressed in negative terms - as a controlling thing or even something to be feared. <p>A few months later, we looked at the functionality of the various groups: PCC, SC, SLT, Staff Team.</p> <p>We are going to revisit leadership tonight.</p> <p>What does the bible say about leadership?</p> <p>The PCC was asked to do some pre-reading and praying before the meeting. Discussion was held in 4 small groups to feedback what we had read and discerned through reading the Bible passages and through prayer. Groups then fed back and were asked to send in fuller notes of their discussions. These notes are listed in the appendix to these minutes.</p>		

		<p>This was followed by a time of prayer – giving this area of leadership over to God.</p> <p>PL then continued the session, starting by reminding the PCC of the first three questions in the ‘playbook’:</p> <p>Q1 Why do we exist?</p> <p>We exist to make wholehearted disciples of Jesus</p> <p><i>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 to and dependant on him. This is wholeheartedness in Jesus, and we exist to help people move towards this place become this in ever greater measure.</i></p> <p>Q2 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>Q3 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>PL explained that the aim of this session was to move towards a shared understanding and clarity on leadership at Christ Church – both at PCC and then across the whole church family.</p> <p>This was needed as some people are recognizing changes in the way leadership is working and asking questions.</p> <p>Paul covered the following:</p> <p>The role of the incumbent</p> <ul style="list-style-type: none"> • The CofE, along with most other historic denominations, have an understanding of leadership where nearly everything is vested in one individual. This is neither biblical nor healthy. • PL has been incumbent twice – the “going” and “arriving” this entails wasn’t a positive experience for ether church. <p>The role of the SLT</p> <ul style="list-style-type: none"> • The SLT is currently a team of 6. • PL has been seeking an opportunity for some time to exercise a shared leadership with others. He now feels he has the right team to do this. • The SLT are aiming to be a truly shared leadership team – not just replacing one person with 6, but sharing leadership across the church community. 		
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		<p>Succession Planning</p> <ul style="list-style-type: none"> • The Anglican system does succession planning badly! • Most churches have an interregnum (vacancy) of about a year. • No other organization would go that long without a leader or CEO. • The SLT desires that the next vacancy is not disruptive, but fruitful. • PL emphasized that this still means he will be succeeded by an ordained Anglican minister. <p>Chris Whitwell's role</p> <ul style="list-style-type: none"> • PL reminded the PCC of CW's anointing/appointment to shape the culture at CC as an 'apostolic' voice for CC at this time. • PL explained what he meant by this – "apostle" was a Roman term used to describe the person who would be left after a place had been conquered to shape the culture. The word means "sent one". <p>PL handed over to CW who spoke about the wider leadership culture at CC</p> <ul style="list-style-type: none"> • Where does the weight of spiritual leadership rest in our community? • The PCC organisationally fits into the biblical understanding of an Eldership. • The bible is clear that Spiritual leadership is very important and should be taken seriously - the bible outlines the qualities of someone in leadership, which is almost exclusively one of character. • The SLT's desire is that the spiritual leadership of CC is spread more widely than just across the SLT. • The PCC only meet about 10 times a year – so should have a really big agenda which should be planned. <p>PL clarified that although he referred to CW having a role in shaping culture at CC, that didn't mean he was the only voice doing so!</p> <p>A confidential item has been removed from the public minutes at this point</p> <p>Communications</p> <ul style="list-style-type: none"> • PL is planning a series of communications around these points over Sunday's in March, with Staff and Small Community Leaders and some open conversations within the church family. <p>MP landed this item by giving out 3 papers:</p> <ul style="list-style-type: none"> • An article by John Truscott on "Mission shaped Church Councils" • An article by MP asking what sort of people do we need on PCC with some provocative questions to ponder. 		
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		<ul style="list-style-type: none"> • A summary of the current PCC membership (MP asked members to let him know if they were planning to come off PCC at the APCM) <p>Members were asked to read these documents in preparation for the next PCC meeting on 19th March when discussions will continue.</p>	<p>Read three papers in prep for next PCC</p> <p>Inform MP if standing down</p>	<p>All – by 19th March</p> <p>By 19th March</p>
B	Standing Items			
B1	Apologies	Apologies received and noted above		
B2	Minutes Paper 04	Minutes of the 31 st January meeting approved, after the correction of one typo.		
B3	Review of PCC Action Tracker Paper 05	<ul style="list-style-type: none"> • The Personnel Team have met and begun the implementation of the Lone Working Policy • Subgroup membership – work rests on a communication exercise with the wider church family, which MP will organise. • CW terms of reference – Personnel Team have reviewed the role profile, pending a revised job title – falls into the wider discussion around the word <i>senior</i>. 		
B4	Finance Team	<p>MP and DNe gave an update:</p> <ul style="list-style-type: none"> • Started the process of auditing the accounts for 2021. • Pre-audited accounts should come to the next meeting as long as the auditor’s timetable doesn’t slip. • Generosity – will be included in next Sunday’s Gatherings with an update on our financial position, Letters will also be sent to those either not yet giving or those who haven’t changed their giving for a number of years. • Aiming to bring the Annual Report to the March meeting. • Update on grants - Garfield Weston have asked for some clarification about our application which we have been responded to. Questions sounded quite positive and encouraged it wasn’t a flat “no”. • A confidential item has been removed from the public minutes at this point. 		
B5	Warden’s points	<p>GS shared:</p> <ul style="list-style-type: none"> • A second warden is needed. • Some issues are still hanging with changes in leadership – we need to have a very clear understanding of what the different groups are doing and their responsibilities. • Thanked everyone for supporting his trip. 		
B6	Safeguarding update	<ul style="list-style-type: none"> • SW has completed her C2 Safeguarding training 		

	Review of the meeting	<ul style="list-style-type: none"> • Meeting worked well: It was good to have a significant amount of time in small groups. • Re. Standing Committee - can't see SC being tasked with anything from PCC meetings – the link between the PCC and SC is still not clear. • PL doesn't have an update on Mike Cain's health. 		
	Confidential Items	<ul style="list-style-type: none"> • Items in A1 and B4 		
	Next meeting	Saturday 19 th March 2022 – 9.30am		

Future Meetings:

Monday 25th April

Sunday 22nd May (APCM)

Friday & Saturday 10th/11th June (PCC Weekend)

Monday 27th June

Monday 18th July

Appendix to the Minutes – notes from discussion groups in item A1

- Bold and courageous leadership
- The UK is under pressure – we need servant leadership
- Unity, trust, deference / obedience, competence
- There's a gap – a lack / failure of communication
- Hebrews 13:17 – make our leaders' work a joy not a burden
- Leaders speak God's word over the church
- In the OT: prophet, priest, king, shepherd
- All out at the front – visible
- Ephesians 4 the NT equivalent?
- Safeguarding / abuse comes from lack of accountability. Desire to protect reputation of leaders and the organisation, too much emphasis on one person (The Bishop / the Vicar). But there needs to be a leader of the team - someone has to make decisions.
- Need more diversity in leadership
- Noted the difference between spiritual (John 16/Psalm 23) and secular leadership.
- The shepherd knows the sheep by name and looks after them.
- The PCC has formal legal responsibilities for management of employees etc.
- Character and competence, the head and the heart working together.
- Developing skills to make better leaders.
- A leader laying down their life for the sheep.
- An upside-down model compared to the world – the leader as a servant.
- The need for a clear mandate/purpose.
- 1 Peter – watching over the flock.
- A role model.
- Serving in different places.
- Exodus 18 – the right people, the right skills.
- Shepherd – not a glamorous or well-paid job, but an important one – particularly if the sheep belong to God.
- The model of a shepherd showed a significant difference with the style of leadership at CC, had heard our leadership suggest it doesn't matter if people leave.
- Why so different to the bible?
- Lots of time spent on Dreams/Visions/Transformed city/Healing miracles – these things are attractive – are they a deception, to distract us from what really matters?
- Some churches claim to be run by Apostles/Prophets – results can be studied.
- Why talk about leadership now?
- Biblically – the greatest becomes the least.
- Biblical leaders don't lord it over the flock.
- Leadership of good works – the ability to get things done.
- What are the PCC checks and balances?
- Is the PCC allowed to question things that are said to have come from God?
- Leadership guiding small groups.
- Depth of teaching for challenging issues being brought forwards. New Christians joining a smaller Christian group.
- Small groups comment was that small groups should be small so they are personal and can be confidential
- Mature Christians can be overwhelming for a small group with new Christians.
- Different people are going to different gatherings. Leadership is shepherding.

- Psalm 80, restorative words in passage which should be as a church body. The flock is scattered but shepherds can restore.
- Roots of faith in new Christians growing and trunks of trees growing, not just the pretty leaves and tendrils.
- Moses and his closeness with God slowly growing. Moses was communicating with God.
- The depth of faith, to listen, read and listen again. We must be listening and reading each other.
- John 10 and the shepherd. People know God and he knows us. Do we know these people around us? Are we in PCC or other groups too hidden?
- Leadership vs management. Secularly leadership makes life easy for their team to perform well, delegate well and to the right people. Therefore church leadership should guide people easily to faith and growing faith. Management is structuring with enough flexibility.
- Biblical focused leadership. Anglican leadership is not attuned to this biblical leadership.
- Power corrupts, absolute power corrupts absolutely.
- What forms of leadership are out there? At Shell different models of leadership were tried, and the model of leadership changed over the years. Not sure it made much difference
- Ukrainian president shows a very hands on form of leadership – compare to Putin – it's inspirational and effective
- Church leadership is different from secular leadership. Jesus wasn't a vicar and never had to lead a church, so how much can we draw from him when looking at church leadership?
- General – leadership shouldn't be detached but should inspire people to follow/imitate
- Leading a church is so complex with so many different ages, stages of faith and preferences of leadership styles.