



PCC MINUTES

Minutes of the meeting held at 7.30pm on Monday 25th November 2024

STATUS
Approved
27.01.2025
(Public)

Present	Chris Brown, John Butler, Barny Collins, Mark Ellis, Mei Yen Furey, Danish Gill, Andrea Jeanneret, Janet Lee, Paul Langham, Suzannah Mason, Cluff Noon, Di Noon, Mark Orriss, Mark Parsons, Tavi Price, Jack Reed, Chris Shaddick, Dave Vernon, Kamran Zahid
Apologies	Jonny Bowden, Hannah Rodgers, Phillip Miles
Guests	Tom Calvert, Alan Goldsmith
Minutes	Tavi Price

A	INTRODUCTORY ITEMS
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A1 Apologies	Noted as above
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A2 Conflicts of interest	MP re. Item B1 – if there are any discussions around salaries / pay scales he will leave for that part of the item.
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A4 Prayer	<p>Alan Goldsmith and Tom Calvert joined the meeting as representatives from the Eco Group. Alan led us through a presentation showing the results of the survey sent out to the church family over the summer asking what they think about environmental issues and concerns they have.</p> <p>Results of the survey: slides to be sent round to PCC</p> <p>The following slide shows next steps:</p> <div data-bbox="392 1205 1305 1697" data-label="Complex-Block"> <div style="border: 1px solid black; padding: 10px;"> <h3 style="margin: 0;">So what next?</h3> <h4 style="margin: 0;">We have some suggestions for you:</h4> <ol style="list-style-type: none"> 1. Starting the Eco-church award process <ul style="list-style-type: none"> • ECG priority - This will highlight gaps in our existing action and give us resources to help improve as a church 2. Teaching and informing: <ul style="list-style-type: none"> • Regular teaching on creation care (see ideas on previous slide) • Sharing info on CCC's existing environmental action (e.g. what are we doing to meet the CofE's net zero by 2030 goal?) 3. Taking practical steps re. travel <ul style="list-style-type: none"> • Updating and publicising info on public transport • Exploring ways of encouraging lift shares to services (12% of respondents said they lift-share regularly, while over 40% live 4+ miles away) • Investing in more bike racks 4. Connecting <ul style="list-style-type: none"> • Linking up with other local churches to share teaching/ resources/ support • Hearing more from Christian environmental organisations (e.g. Tearfund) <div style="border: 1px solid black; background-color: #e0f2f1; padding: 5px; margin-top: 10px; width: fit-content;"> <p>Other suggestions from the survey:</p> <ul style="list-style-type: none"> • Improving recycling and reuse rates in church • More clothes swaps • Tool swap/share </div> </div> </div> <p>Alan finished his presentation and took some questions / thoughts from the members and then led us all in prayer.</p> <p>Actions:</p> <ul style="list-style-type: none"> • Alan expressed his desire to share these results at a morning service when suitable. • PL & CB to find a slot after Christmas. • One small Instant response to what we have just heard: Please bring keep cups to PCC meetings (next one Jan 27th) and encourage church family to bring theirs on a Sunday.
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	<p>Other notices:</p> <ul style="list-style-type: none"> • Sign up to Christmas events • Sunday 26th January – The Bishop of Swindon will be licensing Chris Brown as Associate Vicar. PCC members were asked to keep this good news confidential until it is communicated to the church family later that week.
B	BIG AGENDA
<p>B1 Budget for 2025 Paper B.01</p>	<p>MP led us through the paper.</p> <p>Highlights:</p> <ul style="list-style-type: none"> • Expect to end 2024 with a surplus of £41k • Presenting a deficit budget for 2025 of £29k reducing the General Fund reserves position to £208k if we were to end on this position <p>Big Ticket items</p> <p>Expenditure:</p> <ul style="list-style-type: none"> • Mission giving – same levels as 2024 (details shared later in the meeting) • Parish share request: c.£164k • We had agreed we would pay an additional £25k to parish share for 2024 once Oakfield Road is received – this is already included in the 2024 position • Staff costs – based on existing staffing structure plus EA role and Children’s pastor from September. NI increase contribution also factored in <p>Income:</p> <ul style="list-style-type: none"> • Planned Giving – status quo assumed with a small decrease – plus ad hoc one-off gifts • Rental income from church reduced to £3k – nothing in budget for pre-school • Flats to be generating income from Jan 25 • Interest rates on the Oakfield Road fund have reduced and therefore not producing the same amounts <p>Initial questions:</p> <p>TP: Have we informed the diocese of giving the additional £25k. SM/PL – in affect yes.</p> <p>JB: 1) Any thoughts on why our giving year on year is going down? DV – in simple terms the larger givers have left and those who have started coming are giving less.</p> <p>2) does the interest from Oakfield Road in the budget assume no capital is spent in 2025? DV – if capital spent it would be in the hope that it would provide similar return. PL added that we as a PCC will revisit this once the money has been received.</p> <div style="border: 1px solid black; padding: 10px; margin-top: 10px;"> <p>For PCC Discussion</p> <ol style="list-style-type: none"> 1. Is the PCC happy to meet the Diocese’s Parish Share Request in full, or propose a different amount (remember, the PCC’s usual formula would give a higher amount, whereas in 2024 we paid a lower amount). 2. Is the PCC happy to carry over the additional £25k of Parish Share into 2025? 3. Is the PCC happy with the assumptions we have made on the staffing structure for 2025? 4. Does the PCC want to award an inflationary pay increase in 2025 (we have budgeted for 2%)? 5. How does the PCC propose to ensure that the Oakfield Road funds, once received, are invested to gain maximum return? 6. Is the PCC happy to support a budget with a deficit of £29k? </div>

	<p>Before moving into the above questions PL briefly shared how many similar churches to CC across the nation are starting to think about moving to a different method of paying their parish share through something called the Ephesian fund. Initially set up by the CofE Evangelical Council, then taken on by the Alliance, this gives churches more say on how their contributions can be used. Decisions on what level of parish share churches are giving can and will also demonstrate to the CofE the amount of distress caused with the lack of process in the debate about human relationships and the catastrophic failures that have happened with safeguarding.</p> <p>A few questions/ thoughts were shared. PL agreed to circulate some information about the Ephesian Fund for us to consider at some point.</p> <p>Setting aside the above, the finance team put forward the above questions:</p> <p>Proposal: Pay the parish share in full Proposed: DN, Seconded: DV For: 16 Abstentions: 2</p> <p>Proposal to carry over the £25k of Parish share into 2025 Proposed: SM, Seconded: MYF <i>Carried unanimously</i></p> <p>Proposal of assumptions on Staffing structure Proposed: DV, Seconded: DG <i>Carried unanimously</i></p> <p>Personnel group to come back to the finance with a proposal for pay rises.</p> <p>Oakfield Road funds – PCC to discuss at a future meeting</p> <p>Approval of the 2025 budget Proposed: SM, Seconded: DV <i>Carried unanimously</i></p> <p>The meeting showed its appreciation to all the Finance team for their hard work on formulating this budget.</p>
<p>B2 Mission Budget Paper B.02</p>	<p>JL led this item: God has given us a lot – in gratitude we try to be a generous church.</p> <p>Summary (see paper for the breakdown):</p> <ul style="list-style-type: none"> • Local Mission: £12.5k • Overseas Mission: £27k • International Students: £0.5k • Ministry Development Fund: £1.5k <p>Within this budget there is a focus on training / preventing things getting worse.</p> <p>Contingency of £10k to use for emergency appeals etc. e.g. £5k has been sent this year to the DEC Tearfund middle-east appeal. Different views on this conflict, but Tearfund is non-denominational.</p> <p>Christmas collections:</p> <ul style="list-style-type: none"> • 50% as above (Tearfund) • 50% to Caring at Christmas <p>JL encouraged the members to look at the websites linked in the paper.</p>

	<p>Questions:</p> <p>JB – can we give some funds to an organisation that supports the persecuted church. JL suggested that for anything left from 2024 they will consider giving to Open Doors.</p> <p>ME: is the pattern of giving 70/30 split – global / local is this a pattern comparative to other churches? JL – it has evolved like that – global funds % has reduced; in future years it may be brought closer to an even split.</p> <p>JR – What is the CofE stance on the Gaza/Israel conflict. PL: Nothing to his knowledge has been published since the bishop’s statement in September. There are polarised views within church communities. PL to consider giving a space to have a look at this and other big issues (e.g. assisted dying) after the 10 maybe?</p> <p>Proposal to accept the 2025 Mission budget Proposed: JL, Seconded: DN <i>Carried unanimously</i></p> <p>The meeting paused to pray.</p>
<p>B3 Children’s Pastor</p>	<p>PL introduced this item – as we need to begin the process of recruiting a permanent successor to Ruthy.</p> <p>The SLT, Standing Committee and Personnel Group are responsible for producing a job and person spec, together with an advert. We would value PCC consideration of the following questions:</p> <ol style="list-style-type: none"> 1. What percentage of this role’s time should be devoted internally on discipleship (the most obvious component being Kids Church itself) and externally on mission (e.g. preschool, Toddlers, CCPS etc.) 2. Should we make this a Families & Children’s Pastor role rather than simply Children’s Pastor? 3. Should the role be part-time (as it was with Ruthy) or full-time? <p>The meeting split into 5 groups to discuss:</p> <p>Feedback headlines:</p> <ul style="list-style-type: none"> • General consensus was there should be an element of internal and external focus – one group suggested 60/40 split respectively. • There would need to be a list of priorities – with Sunday morning provision being key. • It would be good to ask Tomasita how much time she is spending - as her role is providing the Sunday morning provision. • All the groups agreed that there does need to be an evangelistic outreach as part of the role - suggestions of Messy church / bubble church / after school clubs, as well as continuing with the light party / Christmas and Easter Experience. • Involve existing Kid’s Work leaders in looking at the role profile. • Job description needs to have careful boundaries – a role that is sustainable. • Role is about teaching authentic discipleship with sound foundations. • We need to be caring for families as well as the children – a focus on wellbeing. • We need to be flexible in terms of full or part-time – main priority is to recruit the right person. But if we are aiming for growth in this key demographic then full time would be preferable. <p>Personnel group will be reviewing this feedback in early Jan 2025.</p>

C	STANDING ITEMS
<p>C1 Approval of Minutes Paper C.01</p>	<p>Approval of minutes</p> <p>A question for clarification was asked on Item B6, Safeguarding:</p> <p style="padding-left: 40px;"><i>JonnyB to send risk assessment proforma to JL for Toddlers. JYC also need to complete a Risk Assessment</i></p> <p>It was clarified that JL is Janet Lee and JYC is Junior Youth Club</p> <p>A typo was corrected: Minday = Monday.</p> <p>Minutes of the PCC meeting on 21st October 2024 were approved.</p> <p>Notes of a confidential discussion have ben removed from the public minutes at this point.</p>
<p>Review of the meeting / actions / confidentiality</p>	<p>JL: Good to break into groups – this aids discussion but more time is always needed!</p> <p>Actions:</p> <ul style="list-style-type: none"> • Keep cups! • Sign up for Christmas events • More info to be circulated on Ephesian fund • More discussion on Oakfield Road funds in future meetings <p>PL led us in a closing prayer – with thanks for safe arrival of Esme Rodgers</p>

Future Meetings:

2025

- Monday 27th Jan
- Monday 24th Feb
- Monday 24th Mar
- Monday 28th April
- Sunday 18th May – APCM