



PCC MINUTES

Minutes of the meeting held at 7.30pm on Monday 27th January 2025

STATUS
Approved
24.02.2025
(Public)

Present	Jon Bowden, Chris Brown, John Butler, Danish Gill, Janet Lee (chair), Paul Langham, Di Noon, Mark Orriss, Mark Parsons, Tavi Price, Jack Reed, Chris Shaddick, Dave Vernon, Kamran Zahid, Mark Ellis, Mei Yen Furey, Andrea Jeanneret, Suzannah Mason
Apologies	Barny Collins, Phillip Miles, Cluff Noon, Hannah Rodgers
Visitors	Nathan Kellner & Harry Bennett – Both Trinity ordinands came to observe
Minutes	Tavi Price

A	INTRODUCTORY ITEMS
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A1 Apologies	Noted as above
A2 Conflicts of interest	Item B5 – MP will need to leave the room when staff salary increases are discussed.
A4 Prayer	<p>CB led us in a time of reflection</p> <p>27th Jan is Holocaust Memorial Day and across the world people are invited to light a candle at 8pm.</p> <p>Before lighting the candle CB read Mark 4 and then played a worship song - I depend on you - and we were invited to spend time reflecting on our own, thinking on how do we cultivate the soil of our souls? how will be present this evening? do we depend on Jesus?</p> <p>CB then lit a candle; we had a few minutes of silence and CB concluded this time with a Holocaust memorial prayer.</p>

B	SUB GROUP REPORTS
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B1 Finance Paper Paper B.01	<p>First draft of the end of year management accounts report was presented by MP</p> <p>Overall big picture</p> <ul style="list-style-type: none"> We are expecting to end the year with a surplus of £64k We budgeted for a surplus of £19k This gets our reserves into a healthy position <p>A few questions were raised:</p> <p>Provision income – we did not reach the £50k of new giving (part of the 50/50/50). Are we going to continue to look at improving this?</p> <ul style="list-style-type: none"> There will be Generosity Sundays planned throughout this year to encourage a focus on planned regular giving. <p>Have we budgeted for building repairs?</p> <ul style="list-style-type: none"> We are in a good position to handle any building repairs and have already budgeted for what we know. <p>Please can you remind us how much income is generated from Oakfield Road?</p> <ul style="list-style-type: none"> c.£20k quarter – until we decide on what we want to use the money for <p>JL – rejoiced that our budgeted surplus was £19k, in November it had gone up to £41k and we ended the year with £64k! Thanks and praise to God.</p>
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	<p>Do we need to change our reserves policy?</p> <p>ACTION: Finance team to review our reserves policy and bring any revisions to a future PCC meeting.</p>
<p>B2 Buildings Paper B.02</p>	<p>Report received from the buildings team.</p> <p>Headlines:</p> <ul style="list-style-type: none"> • Quinquennial Inspections (QI) - have been done on all our buildings • QI reports have been received for Linden Gate and 60 Clifton Park Road and we have just received the report on the church itself. • Buildings Team needs to look further at all three reports and intends to provide the PCC with an estimate of the cost of essential / desirable repairs in time for the PCC report in April. • Damp/Flooding in Entrance to Crypt – this appears to have been resolved by some additional sealing with no repeat of the flooding even during the recent heavy rain which is encouraging. • Recent Storm Damage - a pre-existing stonework crack in the south transept turret above Jacob’s Well had extended in length and appears to have opened • a stone cross had fallen from the south side transept roof onto the tarmac path below. Closer inspection showed that the cross had been held in place by an iron rod, which had corroded • Paul Oxley (Stone Mason) has programmed both repairs into work this year
<p>B3 Property Paper B.03</p>	<p>Mike Innes submitted a brief report saying that the team are ready to assist with developing any plans that the church may want to do with their buildings, but nothing of current note to report.</p>
<p>B4 Risk management Paper B.04</p>	<p>JB just wanted to highlight that the 74 risks identified by the PCC workshop have been consolidated into a more manageable set – this was included within the report.</p> <p>These were presented to the PCC for endorsement and the meeting agreed to adopt it as a working document.</p> <p>Barny Collins has offered his help and has joined JB.</p> <p>The other person that has been approached is retiring very soon and may also be able to offer time to support this team.</p>
<p>B5 Personnel Paper B.05</p>	<p>ME led the item, for which MP left the room</p> <p>Two main topics for discussion:</p> <ul style="list-style-type: none"> • 2025 cost of living staff pay increase. The proposal brought before the PCC for approval is 3%. The Finance Team have reviewed this proposal and are supportive of it. <p>A few questions for clarification were asked and then the meeting took a vote</p> <p>Proposal to increase staff salaries by 3% from 1st Jan 2025</p> <p>Proposed: ME, Seconded: DV</p> <p><i>Unanimously carried</i></p> <ul style="list-style-type: none"> • PCC approval to proceed with the advertisement of the Children & Families Pastor role as a full-time vacancy, with the possibility of part-time depending on the candidate’s experience and availability <p>Questions of clarification were asked and answered before the proposal was taken to a vote</p> <p>Proposer: ME, Seconded CB</p>

	<p><i>Unanimously carried</i></p> <p>ACTION: proceed with advertising Children & Families Pastor</p> <p>Other news:</p> <ul style="list-style-type: none"> EA role has been filled – Sarah Kellner is starting on 3rd Feb – 20hrs per week across 5 mornings. <p>The meeting paused to pray in pairs for all our staff.</p>
<p>B6 Safeguarding Paper B.06</p>	<p>Quick verbal report was given by JB</p> <ul style="list-style-type: none"> Good exposure to have safeguarding Sunday a couple of weeks ago Sandie Buckland is now on board and so hoping to have a meeting in the next month Need to make sure everyone is up to date with their training Risk assessments that are outstanding being chased up <p>MP: just a reminder that the main safeguarding policy hasn't been reviewed by PCC for some time, and so needs to come to PCC for approval asap.</p> <p>ACTION: JB and the team to bring it back at next business meeting in April.</p> <p>PL gave a couple of comments: If you have followed the media storm, part of the process that led to the Archbishop of Canterbury resigning, nearly all the media outlets were at pains to say that at a local level most churches so their safeguarding extremely well. Our Diocese volunteered to be the first in the CofE to undergo an independent safeguarding audit and came out very well.</p> <p>Safeguarding is one of the agenda items at General Synod in February – all the main topics being discussed are on the Feb prayer update and you can also watch the debates live or on catch up.</p>
<p>C</p>	<p>LEADERSHIP REPORTS</p>
<p>Papers C.01, C.02 & C.03</p>	<p>Churchwardens Report:</p> <p>Highlighting that they have been presented with some drawings for the accessibility ramp outside church, which look good, and it has gone into a pre-app with the council to get their views in advance of a planning application.</p> <p>PL gave thanks to our churchwardens for doing such a brilliant job.</p> <p>Standing Committee report: no questions asked – only one meeting held since the last PCC.</p> <p>SLT report:</p> <p>JL introduced this very detailed report on all areas of ministry and how we are doing in each area.</p> <p>Main areas of discussion:</p> <ul style="list-style-type: none"> Welcome: good feedback on welcoming newcomers on a Sunday – then reliant on people completing the “get connected” but once added into the system – what happens next? how do we get them into small communities? How can we help them feel more part of the CC family? We recognise that Small Communities are the way in to feeling more connected to the church family. Small Communities: The challenge we are working through is finding places for new people as many of the groups have reached the physical capacity of the place they meet. We now have a new 20s & 30s Small Community in Redland. The status has been changed to Red as it is a major challenge to place people in Small Communities.

	<p>Especially those outside the 20s & 30s demographic. New leaders and hosts are needed. Some good suggestions were raised and discussed on how we could do this. SLT to take these away to move some of these on.</p> <ul style="list-style-type: none"> • Prayer & Sharing the gospel: PCC to take a lead on prayer evenings – most are in Small Communities so encouraging others on the importance of corporate prayer would be a great start. Also it would be great for PCC to attend/support other events such as signing up to helping with Christmas, SPEAR celebrations etc. The struggle seems to be gathering church family, including PCC members, into church other than on Sunday and their Small Community. PL is confident that people are sharing the gospel in their own networks but it is a difficult one to measure as most is happening outside the church building. How do we create curiosity? Follow up after the Christmas services. Mark Drama coming up – lets be proactive in asking people along. • Great work going on in Christian Union’s in school – a good way of getting the word out. <p>Other SLT news: PL shared his news on his and Jackie’s sense to retire this summer. Their last Sunday will be 20th July. A real sense of peace that it is the right time for them and the right time for Christ Church. They have had a couple of signs that has also given them further confidence that it’s right. Next steps:</p> <ul style="list-style-type: none"> • Keep this confidential – church family to be told next week • Staff to be told tomorrow • Church wardens will meet with Becky the archdeacon • Parish Profile to be written • PL not allowed to be involved other than fielding enquiries from people he knows <p>The meeting paused to pray for Paul and Jackie</p>
D	MINISTRY AREA REPORTS
	<p>JR: 20’s and 30’s is continuing to grow and with Nick Carter dedicating some time now it’s in the healthiest place it’s been for several years with more students coming in as well. Big thanks to Abi Alltimes who, in a voluntary capacity, is overseeing 20’s and 30’s and has monthly meetings in the church with a real community building there. People being invited to join a WhatsApp group with different events happening. Cross over between students and 20’s and 30’s – exciting to see how this develops.</p> <p>AJ: SPEAR – Feb 13th 7pm is their next celebration. AJ Invited Nathan Kellner to talk about Torch – Nathan and Sarah are meeting monthly connecting young people with the gospel. AJ is part of a small group supporting them with food. AJ would encourage other Small Communities to get involved.</p> <p>SM: Women’s ministry – not a lot of planned activity but have one off events. Works well as having scheduled regular meetings can be difficult with the busyness of life. NW Women’s day coming up next weekend at CC is a good example – 320 women coming. Jackie Langham is leading a team made up of people from CC and other local churches.</p> <p>The meeting paused to pray for these areas of ministry</p>

E	STANDING ITEMS
E1 Approval of Minutes Paper E.01	Approval of minutes of 25th November – no comments received – so approved. Review of Action Tracker: <ul style="list-style-type: none"> Meeting with Pre-school trustees to develop a MoU is scheduled for 13th Feb – MP leading on this but needs at least one other PCC member to support him. MO, DN, JR and SM offered to help.
Review of the meeting / actions / confidentiality	Review of meeting: Ordinands: thanks for having us really helpful to see how it works Great chairing Janet! Good to pray in and 3's Actions: noted in each section Confidential: keep Paul's news to ourselves until lunchtime on Sunday. CB closed the meeting in prayer

Future Meetings:

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