



CHRIST CHURCH CLIFTON

We exist to change the world ... one person, one city, one nation at a time.

PCC MINUTES

Minutes of the meeting held at 9:30am on Saturday 19th October 2019

STATUS

Approved
25.11.2019
(Public)

Present	Rachel Ambler, John Butler, Mark Ellis, Hannah Gibney, Jonathan Hendry, Errol King, Paul Langham, Janet Lee, Val Moore, David Newton, Cluff Noon, Di Noon, Mark Orriss, Mark Parsons, Neil Shepherd, Catherine Simmonds (Chair), Peter Smithson, David Troughton.
Apologies	Erica Bebb, Alasdair Groves, Ryan Langdon, Tavi Price, Graham Stuart
In attendance	Rhean Fox – item A1 Simon Hygate, Mike Innes, Paddy Sykes – item A2
Minutes	Mark Parsons

Ref	Item	Notes	Action (what)	Who and by when
	Bible Reflection	PL opened the meeting with readings from 1 Chronicles 29:10-19 and Luke 2:25-32. A time of prayer followed which closed with Luke 2:36-38.		
	Apologies & Introduction	CS welcomed Hannah Gibney to her first PCC meeting.		
A	MAIN ITEMS			
A 1	Rhean Fox	<p>Rhean Fox (Pastor for Older People) joined the meeting for this item.</p> <p>Rhean introduced herself and gave some background to her role and how it has developed since she started in April. She has enjoyed getting to know people through the Wednesday activities and also by working within The Spire.</p> <p>She updated the meeting with the changes introduced to Community Centre (now Wednesday Community) over the summer. The aim was to bring together the work of the Community Centre with the Wednesday Gathering, combining both spiritual and social care.</p> <p>The new Wednesday Community, which started in September, has had a challenging start with numerous issues to overcome, but Rhean shared how encouraged she has been by members for whom barriers to the gospel are coming down. People are participating, sharing, listening and taking communion. New people, such as some internationals, are also participating. There is less segregation between the ages. Rhean has surveyed provision for older people in the local area and while there are lots of practical options available, we are the only people offering spiritual provision for older people.</p> <p>A number of questions followed:</p> <ul style="list-style-type: none"> • <i>Have people stopped attending?</i> Many members have been unsettled by the change, but only one person has 		

		<p>stopped attending. Actually more people are coming now.</p> <ul style="list-style-type: none"> • <i>How can we help seniors to contribute?</i> We are looking at how we can provide meaningful opportunities to involve older members more in the Wednesday community. • <i>You must have 2,000 years of Christian experience in your group – we encourage you to increase that interaction with the rest of us.</i> • <i>What are the biggest outstanding transition issues?</i> Volunteers – particularly people who can offer lifts, or help to set up. The team is generally older so we need younger people who can do more practical things. The kitchen being downstairs presents some safety challenges. • <i>Have we thanked the volunteers who have stopped helping?</i> Yes – but Rhean noted that those who had left were not worshipping members of Christ Church. <p>NS commented that Sophie and Elliot Mocharrarie and Chris Whitwell have also been involved in the Midweek Gathering recently. He encouraged others to drop in.</p> <p>PL concluded that he could see the change that Rhean has brought. People are moving towards the spiritual.</p> <p>The meeting thanked and prayed for Rhean.</p>		
A 2	Renew Update Paper 01	<p>Mike Inness, Simon Hygate and Paddy Sykes, members of the RENEW Client Team, joined the meeting for this item.</p> <p>Planning Update:</p> <ul style="list-style-type: none"> • MI reported that Bristol City Council had asked for some computer generated images of the proposed extension on the north side of the church. These have now been submitted and were shown to the meeting. The initial views of the Conservation Officer, received the day before the meeting, is that the scheme will not gain his approval. This is disappointing news and a turnaround from the meeting we had with him over the summer. We have not yet had a formal refusal, but the team will need to take advice as to how to proceed should this be the case, and whether an appeal would be feasible. • SH outlined the budget and options moving forward. The team are considering the refurbishment of the existing crypt as a first phase at a budget cost of £1 million. This would not be detrimental to adding the extension as a subsequent phase, should permission be granted. This is budgeted at £725,000. <ul style="list-style-type: none"> ○ If done in phases, Phase A could start in July 2020 and is estimated to take 32 weeks. This would allow ample time to consider a strategy for Phase B. ○ Based on the current RENEW fund balance, we would need an additional £400k for phase A. • MI outlined the need for us to develop a compelling story to tell what we are we going to do with the extra 		

		<p>space we will create. This will need to resonate with the wider Clifton community. Ian Wedd is helping the team to develop this.</p> <p>A number of questions followed:</p> <ul style="list-style-type: none"> • <i>Does the budget include the cost of relocating Sunday groups?</i> Yes, either externally or within space in the main church. • <i>Will there be temporary toilets and kitchen?</i> There will be temporary toilets and some kitchen facilities, but probably not of a commercial standard. There are ways of carrying on catering while kitchen is out of action and the group will address this detail in due course. • <i>Why have the plans being rejected?</i> The Conservation Officer feels that the design is not in keeping with the historic church building and Clifton conservation area. • <i>If we could never do phase B, would a different phase B be needed?</i> It is unlikely we won't get permission to do something on the north side of the crypt. • <i>Is there anything to stop us doing Phase A?</i> We don't think so. The DAC is supportive, but the faculty process could still take some time. • <i>Has the design for Phase A been finalised yet?</i> We're not there yet but should be by the end of the year. • <i>Can we improve accessibility?</i> The planning decision has not helped us, and an external ramp, which would need separate planning consent, will be controversial. <p>MP outlined a proposal for policy for the authorisation of spend from the RENEW fund, which had been circulated with the agenda. Budgets will be linked to the various RIBA stages of the project, rather than by calendar year. Following discussion, the policy was agreed as follows:</p> <p>Proposal:</p> <p>The PCC agrees to give the RENEW client team a delegated budget of £35,000 to cover the remainder of the professional fees to enable the completion of RIBA Stage 3. The RENEW Team may spend within this overall delegated budget limit for the purposes of completing this stage. Individual items are subject to the following specific approval limits:-</p> <ul style="list-style-type: none"> • £0-£1,000 - Can spend with no further authorisation • £1,000 - £5,000 - Needs prior approval of the Ops Manager • £5,000 + - Needs prior approval of Standing Committee <p>Proposer: PS, Seconder: DN, Approved: unanimously.</p>		
A 3	PCC Dreams Paper 02	<p>The meeting spent time in four groups considering the PCC Dreams developed at the PCC Retreat in May 2019. These were analysed by a SWOT Analysis (Strengths, Weaknesses, Opportunities and Threats).</p> <p>Time did not allow feedback from the groups, but the results are appended to these minutes and the Standing Committee</p>	Consider results of SWOT analysis	SC

A5	Third Quarter Finance Reports Paper 04	<p>DN spoke to the 3rd Quarter Management Reports and Commentary, which had been circulated with the agenda.</p> <p>He noted that at the end of the 3rd quarter, the general fund was largely in balance due to lower than expected expenditure and higher than expected gift aid claims compensating for a fall in regular giving.</p> <p>He informed the meeting that regular giving was currently running £5k per month below target, but a recently received one off gift of £20k should mean ending the year in balance.</p> <p>The Finance Team will be meeting soon to draft a 2020 budget for consideration at the November PCC. The budget will include options for the PCC to consider around increasing giving, parish share and use of the legacy fund.</p> <p>DN shared his view that the overall amount of new and increased giving we are seeking should be doable for a congregation of our size. When individuals hear about the need, people respond. Therefore, we need to be smart and creative when thinking about how to encourage people to respond.</p> <p>DN, PL and MP will be meeting the Diocesan Stewardship Advisor in the week after the meeting.</p> <p>DN reported that despite encouraging signs, the Coffee Shop is not yet breaking even with the rolling average income still some way off the £200/day target, though 40% of days are now over £150. The PCC will need to keep this under review.</p> <p>Questions and comments followed:</p> <ul style="list-style-type: none"> • NS: The language of generosity can work against the core discipleship of giving. Too many repeated calls to give can lead to people putting off making a regular commitment. • JB: When do we review the coffee shop? Will need to have this conversation soon and should ask Mike McAllister for his views. • ME: Suggested an idea where people can sponsor the Coffee Shop through a “friends” scheme. • VM: The Coffee Shop is doing some amazing missional work which is beyond what was anticipated at launch. • MP: Reported from the National Larger Anglican Churches Consultation, earlier that week, that many churches of our size are facing similar financial challenges to us. 	Draft 2020 budget	Finance Team Nov PCC
A6	Inviting Marvin Rees	<p>PL informed the meeting that he wished to invite Marvin Rees to speak at Christ Church in the run up to mayoral election in May 2020.</p> <p>He stressed that he was doing so because Christian leaders in Bristol are keen to hear from our current mayor, who is a Christian – and this does not mean that the church supports or endorses any particular politician or political party.</p>		
B				
B 1	Approval of minutes Paper 05	<p>The minutes of the PCC Meeting on 23rd September 2019 were approved following two minor amendments.</p>		

B 2	PCC Action Tracker Paper 06	10/06/19 SC Item A2 - Intern for Ruthy: NS reported that no one expressed an interest in interning with Children's Ministry this year. NS view is that an intern is not the solution to Ruthy's workload. NS and Chris Whitwell looking at developing a new intern programme for 2020-21.	Develop Intern Programme for 2020-21	NS (with CW)
B 3	Other Minutes Paper 07	The Standing Committee Minutes from 8 th July 2019 were noted.		
B 4	Finance Report	None.		
B 5	Sub group reports Paper 08	MP outlined a proposal from the Buildings Team to renew the existing church lighting with LED fittings. The proposal has been circulated with the agenda. The scheme would cost £20k but would save £1.5k per year in electricity costs alone. The work would be capitalised over 10 years. The proposal was proposed by NS, seconded by JH and agreed with 1 abstention. JB expressed that he felt unable to support the proposal on the same day that the PCC had adopted proposals that defunded our long-term missionaries.	Organise implementation of new lighting scheme.	MP
B 6	Paul's Points	None.		
B 6	Warden's Points	CS reported that she recently attended an EcoChurch event and wished to encourage the PCC to consider this further. Based on work previously done we should already qualify for a Bronze Award. PL is also involved in this conversation and MP reported that an energy audit would soon be undertaken. CS will continue to look into this.	Consider EcoChurch scheme for Christ Church	CS
B 7	Operations Manager's Points	None.		
B 9	Safeguarding Update	No further update on the PSO vacancy. MP reminded PCC members that they needed to submit their DBS applications and attend Safeguarding Training if they had not already done so. Both these requirements were mandatory for trustees.		
	Review of the meeting	Good charring from CS. Church needs to be warmer. Good to have a member of staff present. Invite Mike McAlister to the November meeting.		
	Confidentiality			
	Conflicts of Interest	Item A4: PL declared that has a relative who is a trustee of Engineering Ministries International.		
	Communication	Renew team to consider how to communicate news from Bristol City Council to the church family.		
	Next Meeting	Monday 25 th November 7.30pm, Linden Gate		
	Prayer	HG closed the meeting in prayer at 12:38 pm		

Future Meetings: Mon 25th Nov, Mon 9th Dec (Staff & PCC Christmas Social), Mon 27th Jan

Appendix to the Minutes – PCC Dreams (Item A3)

GROUP 1 – COMMUNICATION

- Consumer - > Ownership transition (lost sheep)
- Connecting PCC + Church Family
- Comms strategy
- Gifts and talents audit ...

<p><u>STRENGTHS</u> <i>What do we do really well in this area?</i></p> <ul style="list-style-type: none"> • Web presence – strong • CFN video • Friday email / database • Social media presence • InfoHub • PCC Presence • Passionate Office Team 	<p><u>WEAKNESSES</u> <i>What do we need to improve on in this area?</i></p> <ul style="list-style-type: none"> • Too reactive, not proactive • No medium / long term strategy • Communicating to the community • Assumption that everyone knows what’s going on • Coherence of message • Reference to our vision
<p><u>OPPORTUNITIES</u> <i>What opportunities does the environment / culture in which we seek to work offer?</i></p> <ul style="list-style-type: none"> • Use Small Communities to cascade info, PCC actions etc • Use vision document as reference • 5 ‘C’'s guidelines: Confidence, Character, Clarity, Consistency, Coherence • PCC Notice Board • Re-brand – guidelines for the office 	<p><u>THREATS</u> <i>What factors in the environment / culture in which we operate hinder what we could do?</i></p> <ul style="list-style-type: none"> • Comms overload • Too much to say • How to prioritise

GROUP 2 – DISCIPLESHIP

- Discipleship – teaching / “Feed my sheep” / Alpha
- Facilitating people using gifts
- Spiritual audit
- Spiritual disciplines and prayer
- ‘Over-churched’ children / adults
- Serving / mission – how to live it out
- Heart for the Fringe
- Enabling personal growth

<p><u>STRENGTHS</u> <i>What do we do really well in this area?</i></p> <ul style="list-style-type: none"> • Welcome • Testimony – what does it look like to live it out? Not sorted but the ongoing walk. • Small Community leader training • Opportunities for prayer and wider challenge. • Look for activity, already happening through the life of the church. • Parenting evening for parents. 	<p><u>WEAKNESSES</u> <i>What do we need to improve on in this area?</i></p> <ul style="list-style-type: none"> • One-off teaching – looking at specific topics • Including singles (beyond 20-30's) • Alpha – call to commitment • How do we encourage people’s gifts • Visiting speakers
<p><u>OPPORTUNITIES</u> <i>What opportunities does the environment / culture in which we seek to work offer?</i></p> <ul style="list-style-type: none"> • Opportunities for small groups for children and youth • Mentoring • Widening opportunity for people on Sunday • Book reviews in Gatherings • Men/Women’s ministry • Gifts in young people • Mode discussion like this at PCC 	<p><u>THREATS</u> <i>What factors in the environment / culture in which we operate hinder what we could do?</i></p> <ul style="list-style-type: none"> • People travelling distance – 80% outside the parish • Consumerism • Current wider debates causing splits • Fear – stepping out

GROUP 3 – OTHER ISSUES

- Legacy fund
- Secular youth provision collapsing
- Singleness
- Creatives Subgroup
- What does it mean to be a Resourcing church?

<p><u>STRENGTHS</u> <i>What do we do really well in this area?</i></p> <ul style="list-style-type: none"> • Legacy Fund • Size of the church • Fantastic youth ministry • Lots of singles • Erica’s work 	<p><u>WEAKNESSES</u> <i>What do we need to improve on in this area?</i></p> <ul style="list-style-type: none"> • Making connections • Confused Diocesan approach to being a Resourcing Church • Can we have a curate?
<p><u>OPPORTUNITIES</u> <i>What opportunities does the environment / culture in which we seek to work offer?</i></p> <ul style="list-style-type: none"> • Openness to asking Christians to run things • Arts scene in Bristol • Drawing people into church 	<p><u>THREATS</u> <i>What factors in the environment / culture in which we operate hinder what we could do?</i></p> <ul style="list-style-type: none"> • Trying to do everything • Force to secularise what we do – ‘tone down the gospel’ • Run it ourselves rather than be ‘salt’ in ministry groups.

GROUP 4 – RENEW

<p><u>STRENGTHS</u> <i>What do we do really well in this area?</i></p> <ul style="list-style-type: none"> • Space is flexible – keep and enhance 	<p><u>WEAKNESSES</u> <i>What do we need to improve on in this area?</i></p> <ul style="list-style-type: none"> • Hidden • Lack of communication? • Accessibility • Lack of attractive space • Lack of envisioning
<p><u>OPPORTUNITIES</u> <i>What opportunities does the environment / culture in which we seek to work offer?</i></p> <ul style="list-style-type: none"> • Gathering the community in • Walking and talking it through with the Tuesday Community (and other groups) 	<p><u>THREATS</u> <i>What factors in the environment / culture in which we operate hinder what we could do?</i></p> <ul style="list-style-type: none"> • Lack of communications • Hidden – internal / external