

## Parochial Church Council Minutes

### Parochial Church Council

15th Jan 2024, 7.30pm

Zoom

Name		Present	Apology	Name		Present	Apology
James Stevenson	JS	Y		Wayne Massey	WM	Y	
Claire Pengelly Scott	CPS	Y		Steve Myerscough	SM	Y	
William Bevan	WB	Y		Jeremy Peters	JP	Y	
Gayle Bryant	GB	Y		Steve Glanville	KD		Y
Jane Auld	JA		Y	Michael Hillman	MH	Y	
Alex Murray	AM		Y	Chris Rollitt	CR	Y	
Staff Team Members Present							
Liz Gaulton ♦	LG			Wendy Massey ♦	WJM		
Matti Shannon ♦	MS	Y		Ellen Crane ♦	ES		
Ann Tizzard ♦	AT			Helen Lambourne ♦	HL		
Lindsay Davey ♦	LD			Judith Stewart ♦	JthS		
Sarah Yates ♦	SY			Naomi Myerscough ♦	NM		
Ron Cross ♦	RC						

♦ Non-voting member

1	Governance	Action														
1.1	<u>Apologies</u> As noted above.															
1.2	<u>DBS Clearances</u> <table border="1" data-bbox="268 1512 1324 1680"> <tbody> <tr> <td>Day</td> <td>Emily</td> <td>04/12/2023</td> <td>Yes</td> <td>001859074545</td> <td>New</td> <td>Kids &amp; Youth Leader</td> </tr> <tr> <td>Day</td> <td>Richard</td> <td>27/12/2023</td> <td>Yes</td> <td>001861340799</td> <td>New</td> <td>Kids &amp; Youth Leader</td> </tr> </tbody> </table>	Day	Emily	04/12/2023	Yes	001859074545	New	Kids & Youth Leader	Day	Richard	27/12/2023	Yes	001861340799	New	Kids & Youth Leader	
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1.3	<u>Minutes of Previous Meeting</u> <b>Minutes from the previous meeting (6th Nov 2023) were received by the PCC as accurate representation of the meeting.</b> <b>Proposed: JP</b> <b>Seconded: CR</b> <b>Vote: Unanimous (abstentions from WM and CPS)</b>															

	<p><b>Minutes from the standing committee email (17th Dec 2023) were received by the PCC as accurate representation of the correspondence.</b>  <b>Proposed: JP</b>  <b>Seconded: GB</b>  <b>Vote: Unanimous</b></p> <p>1.5 <u>Safeguarding</u>          No issues to report. JS raised that he's looking into how we ensure the personal safety of those in the building in regards to who we invite into the building.</p> <p>1.6 <u>Parish Speaking Out Policy</u>          The Speaking out Policy was shared with the PCC for review.</p> <p><u>Equality &amp; Diversity Policy</u>          The PCC raised a concern that the diversity policy is written from a secular perspective but as a church we may choose to (legitimately) discriminate based on our faith. MS shared that where there is a legitimate reason for an individual to be a Christian then we will include this in the job description. It is thought possible that we could have a role for which there is no legitimate reason to be a Christian (e.g. admin or manual labour role). CR and GB raised concern that we could be accused of discriminating against non-Christian staff if they were not included in prayer meetings (for example). JS and WM highlighted that as a Christian charity we can legitimately discriminate according to our aims and values.</p> <p><b>Proposal to accept the two policies, subject to a second review in six months.</b>  <b>Proposal: GB</b>  <b>Seconded: JS</b>  <b>Vote: All in favour, except JP</b></p> <p><b>AT to share report regarding these policies and how they compare with other churches.</b></p> <p>1.7 <u>Services Resolution</u>  <b>The PCC and clergy, acting jointly, approve the suspension of regular services at St Bartholomew's Church, Maurice Road, Bristol following the licensing of 279 Gloucester Road for public worship. The PCC and clergy commit to holding twice-yearly public acts of worship at St Bartholomew's as stipulated by Canon B 14A.</b>  <b>Proposed: WB</b>  <b>Seconded: JS</b>  <b>Vote: unanimous</b></p>	<p>AT</p>
2	<p><b>Vision &amp; Strategy Update</b></p>	

2.1	<p style="text-align: center;"><u>Update on 'Bringing Bristol to Jesus'</u></p> <p>JS shared experience of sharing the new vision with the wider church recently.</p> <p><u>Good news stories</u> JS also shared two stories of two young adults who recently gave their life to Jesus who were previously unknown to B&amp;A.</p> <p><u>Plans for the coming months</u> JS shared that he has faith for going from 140 adults in Little Churches to 200 in the next year, and that we would see 100 new believers in the year, who may become a part of this church or another church. JS also highlighted that this growth in the church would impact on all aspects of the church, including children and youth.</p> <p>There are already encouraging signs in early 2024 that we can reach this target due to people coming to Jesus at B&amp;A and/or choosing to join a Little Church despite not previously being a part of B&amp;A.</p> <p>JS looked ahead to the Sunday teaching series over the next few months, including unpacking the new vision, exploring the values of faith, hope and love, and fasting, praying and giving being the engine room of discipleship.</p>	<b>JS &amp; WM</b>
<b>3</b>	<b>Budgets 2024</b>	
3.1	<p><u>B&amp;A Budget</u> WB provided an overview of 2023 year end figures (in which the church broke even), as well as LYN 2023 figures (which ended with surplus).</p> <p>WB outlined budget for 2024 and key factors that will shape it. WB raised the question of how many months' worth of reserves should we hold. The PCC discussed how long this period should be and set it as 2.5 months. WB also highlighted that giving is lower than a church of our demographic might expect. He also shared the leaders aim to tithe the churches own income to other causes. WB shared that there would be touchpoints during the year to check how the church's finances were performing against the budget. These 'inflection points' will include responses after teaching series on giving.</p> <p>WM proposed to agree budget but that certain aspects would be held back based on review of inflection points, including inflation-based pay rise and young-person minister role being made permanent as opposed to contract. PCC also discussed the ask to contribute to the 12-month salary of a chef for LYN.</p> <p><b>Proposal to agree a rolling budget for 2024.</b>  <b>Proposed: WM</b>  <b>Secoded: GB</b>  <b>Vote: unanimous.</b></p> <p>WM thanked WB for his hard work preparing the budgets.</p>	

<b>4</b>	<b>Staffing</b>	
4.1	<p><u>Worship Pastor Role</u> MS shared an update of the shape of his current role and the need for a worship pastor as his time is being taken up much more by operations and he doesn't have the time to give the role it needs. WM also shared that giving MS more time for operations will free up others who are supporting these functions but need to step back. The role would be a one-year contract.</p> <p><b>The PCC approves the recruitment and appointment of Worship Pastor on a one-year contract.</b> <b>Proposed: JS</b> <b>Seconded: CPS</b></p> <p>PCC recorded their thanks to MS.</p>	
<b>5</b>	<b>Buildings</b>	
5.1	JS highlighted the update shared with the PCC showing current progress and status of building work on 279.	
<b>6</b>	<b>Date of Next Meeting</b>	
6.1	<b>4th March 2024</b>	