



All Saints' Church

Preston on Tees

**Minutes of the PCC Meeting on Monday 17 July 2017,
19.30 at 22 Dunottar Avenue, Eaglescliffe, TS16 0AB**

	Present	Action
	Kay Adeboye, Jennifer Brown, Simon Honeywell, Martin Howard, Karen Killick, Kathie Lambert, John Littlehailes, Pamela Rushton, Ian Taylor. <u>Chair:</u> John Lambert.	
1	Opening Reflections and Prayer Martin Howard reflected that as we are about to take the summer break he thought of the Sabbath, a day of rest, and how this had changed recently. He read Psalm 46, especially noting v1 and v10: "be still", often very difficult nowadays. He told story of a man who, rushing to catch a train, fell, and later reflected that he did not need to hurry to work, could have left it and caught the next. Constant dashing can make us very stressed and bothered by the pace of life. Over the summer we do have the opportunity to step back from the busyness of our lives, and with time to reflect about the priorities of our lives, and to dig deeper into scripture. The PCC spent some time in prayer about the summer and the time for a rest and refreshment, spiritual and physical. Prayer for those who have decisions to make over the summer, and for God's presence with them. Prayer for our relationship with God, and for help for us to hear his voice, and prayer for His guidance through the summer and in the time to come. The PCC then joined together in singing "Be still and know that I am God."	
2	Apologies for Absence Lawrence Gnanaraj, David Warren, Lucy Falcus, Sue Levan, Stuart Levin, Sarah Pocock, Margaret Vaughan.	
3	Minutes of previous Meetings Minutes of the meeting of 19 June were approved, with all in favour save one abstention for absence.	John Littlehailes
4	Correspondence John Lambert has received a letter from the Government, pointing out the need to complete the declaration for the new pensions within the given time scale, subject to a fine if this is not done. Margaret Vaughan to be informed.	John Littlehailes
5	Matters Arising (not covered elsewhere) Work on the H&S Policy continues.	
6	Financial Update 558a , three hours for carpet cleaning was retained from the deposit. The finances, as shown by the up to date figures produced by Kathie Lambert, are in good shape, due in part to a continued uplift in giving: thanks were given to Kathie and Jennifer for all their work on the finances. Thanks, too, to God for His unfailing goodness to us as a church.	Kathie Lambert

7	<p>Safeguarding</p> <p>A list has been produced by Jennifer Brown of those requiring C1 and C2 training. The fact of having trained (C1 or C2) elsewhere will not allow church members to be exempted from training within the church. Where PCC members have no other contact with the vulnerable they will only need C0 training (not yet available). It is not held possible by the Diocese for us as a church to have trainers trained to train within our church. It was suggested that we have a regular date each year for training: Jennifer will raise this with the Diocese. Our safeguarding status will be audited later in the year. Jennifer proposed that the PCC adopts the Diocesan Policy as outlined in her document presented to the PCC. Seconded by Simon Honeywell. Motion carried: all in favour.</p>	PCC Members Jennifer Brown
8	<p>Wardens' Update</p> <p>Quotes for the boiler for the Church Centre are in hand. Martin Howard will be looking (at the Wardens' Meeting) at the quotes we have in hand to choose the best supplier. The PCC agreed to make available a sum of up to £2,000 to enable the decision to be implemented during the summer. Proposed Ian Taylor, seconded by Kathie Lambert.</p>	Martin Howard
9	<p>Parish Share</p> <p>Decision due in September. The PCC discussed the issue at length. Concerns were raised about support for inevitably failing churches, and whether giving money to the Diocese for others would stop us from doing things to promote our own mission. While there <u>are</u> churches in this position, we have a duty, as a comparatively wealthy church, to help, and are not in a position to decide when or how to close them. We hope to have more information on Diocesan spending by the September meeting. The decision was deferred until then.</p>	All
10	<p>REACH</p> <p>The DAC has approved the plans for phase 1. The remaining phases will be presented together. We do not need planning permission for phase 1, and will handle the project management ourselves. (Geoff Jowett and Richard Spratt will be handling this). After the required consultation we shall go back to the DAC for final approval. The bat survey has been completed and we are clear. A group has visited 8 church cafés looking at various aspects of design and functioning, to help us to plan our own café. Jenny Lewis and her team are starting the process of grant application. The PCC thanked all the team responsible for the work to date.</p>	Church Reordering Group
11	<p>Staff Salaries</p> <p>The PCC thanked Debbie Bunford for her letter and all that team for the work they have done on the question of salary benchmarks for those working in Children's and Youth ministries, especially in the light of the range of actual jobs incorporated in these descriptions. They have produced a salary scale based on local benchmarks. They suggested that this should be graduated in intervals of £500, directly related to years in the job. (Since their report a job vacancy has been lately posted at a rate which is a little lower but of the right order for a starting point). John Lambert reported</p>	

	<p>an email from Margaret Vaughan, raising some issues relevant to the discussion. There followed a period of discussion of the complex issues involved. The PCC felt that movement up the salary scale should be based on performance rather than on an automatic annual movement, while recognising that this was less simple to implement. Proposed by Pamela Rushton and seconded by Karen Killick that we adopt a system within the limits indicated but not based on automatic annual increases. Motion passed with all in favour.</p> <p>Proposed by John Littlehailes and seconded by Jennifer Brown that from September 2017 we move both these members of staff onto the point 4 on the scale presented, pro rata, and from then movement up the scale will be based on performance. Motion passed with all in favour.</p>	Kathie Lambert
12	<p>558a and 558b</p> <p>558b. At present we have a tenant but she is not in the flat. She will be assessed for special accommodation, and when this is finished she will be giving one month's notice. Karen Killick has one quote to upgrade the kitchen from Altrac for £4,544 plus VAT, and an offer from an anonymous donor for £4,000 towards this. Karen asked the PCC for permission to spend the £544. This was agreed without dissent, and the PCC's thanks were expressed to the anonymous donor.</p> <p>558a. The upstairs flat needs work, both in the shower and in the kitchen. We have been approached by a surveyor, who wishes to expand his business, and has asked us not to let it to anyone else. A quote for the refurbishment of the upstairs from Altrac came to £5,441. There will be another quote from a firm for this work and for some electrical work. A new contract for the lease will cost us £395 + VAT from the solicitors. The PCC agreed to give the Wardens freedom to handle this on their behalf.</p>	<p>Karen Killick</p> <p>Wardens</p>
13	<p>Deanery Synod Update</p> <p>This item was postponed to the September meeting.</p>	
14	<p>AOB</p> <p>Next Meeting 18 September 2017. Karen Killick offered to lead the opening period of prayer and reflection at that meeting.</p> <p>The Meeting finished at 09.50pm with the Grace.</p>	Karen Killick