



# All Saints' Church

Preston on Tees

## Minutes of the Extraordinary PCC Meeting on Monday 6 April 2020, 19.30 by Zoom Video Conference

	<b>Present</b>	<b>Action</b>
	Debbie Bunford, Lucy Falcus, Martin Howard, Karen Killick, Kathie Lambert, John Littlehailes, Stuart Levin, Scott Linnett, Pamela Rushton, Richard Spratt, Ian Taylor, John Taylor, Margaret Vaughan, David Warren and Nicola Wrightson. <u>Chair:</u> John Lambert. Observing, Jonathan Backhouse.	
<b>1</b>	<b>Opening Reflections and Prayers</b> John Lambert opened the meeting in prayer. Prayer for Lawrence working in the hospital, prayer too for Simon, who is unwell, and that his illness will soon clear. Prayer for wisdom and for guidance in our decisions this evening: prayer, too for the church as a whole and that this difficult time may prove the seed of a great new growth.	
<b>2</b>	<b>Apologies for Absence, and Declaration of Conflicts of Interest</b> Apologies had been received from Lawrence Gnanaraj and from Simon Honeywell.	
<b>3</b>	<b>Discussion of Furlough for staff members</b> Richard Spratt commented on the papers he had prepared for the meeting. We are facing a reduction in our income, with none coming in from outside, and a possible dip in our giving. It is hard to know just how much our loss of income will amount to, so a figure of 20% drop was predicated for the purpose of the forecast. This postulated shortfall in our finances would mean that later in the year (probably by September) we would have to dip into our minimum reserves unless we act now. First, we must reduce, as far as possible, our expenditure, and the steps we should take are outlined in his document. All budget holders will be keeping expenditures at minimum, needing agreement from Wardens or Treasurer for any spending. To gain some time we could make use of the "Furlough" scheme outlined by the government. Our Youth and Children's and Families workers are currently both fully engaged. Kathryn Belmont has put whole of her Ministry online. Jan will be taking on the Pastoral care of the families she is involved with and is now doing Zoom calls with all the families in her flock, and she is working hard towards Easter. Shiromi Davison cannot be furloughed, since she was employed after the recruitment date given as a limit by the government. Sandra Griffiths and Peter Lankford both have at present little to do, since the church and centre are both closed. If we can furlough these two members of staff, this would gain us 2 ½ months of safety. The PCC was then called on for comments and discussion. It was pointed out that we need also to look at Parish Share, but it was said that in the light of its importance we should keep it in mind, but not move to reduce our giving yet. Many charities see furloughing as the best option.	

	<p>Reserves for charities are for rainy days: that is where we are. We can draw down reserves, but we may not run them down to nil. While we must consider the mental effect on the furloughed staff, one at least sees the prospect with relief. We need to support those furloughed. Impossible for them to do their job. The use of staff as volunteers was thought to be ambiguous: after discussion it became clear that the job retention scheme does not allow volunteering to provide the <u>same</u> service for the employer. It seems that the two “furloughed” members of staff may do other things on a voluntary basis. We could ask Sandra and Peter to think about other things that they may be able to do for the church which are not in their job description: this will need careful handling.</p> <p>We must review the situation monthly in the light of the financial position both in giving and in outgoings.</p> <p>It seems probable that there will be some tentative easing of the lockdown in coming months, though we must recognise that hirers may return only slowly, if at all, to the Centre. Furloughs for staff should start from next Monday (13 April) to give time allow for discussions with the relevant staff and for paperwork to be dealt with. <b>Proposed by Karen Killick that “The PCC furlough Sandra Griffiths and Peter Lankford for three months starting on Monday 13 April 2020.” Secoded by Paul Arnold.</b> Seventeen in favour, one against. <b>Motion Carried.</b></p>	
<p><b>4</b></p>	<p><b>Archdeacon’s Visit</b></p> <p>After John and Kathie Lambert had left the meeting it was joined by Rick Simpson, our Archdeacon. He apologised for missing the last meeting. He thought it appropriate that the vacancy period should start with prayer. He gave thanks for John’s ministry. Pray for guidance and wisdom, still calling us faithfully to follow. In vacancy meetings like this Rick has often brought to the meeting Ephesians 4, in which Paul is talking of the variety of ministries within the church. While we are the church, ideally with each part working properly. God gives these various gifts, and Vicars can be important in promoting the members of the body to their full capability. Under John’s tutelage All Saints’ is already operating as an all member ministry, and it is cruel that this last period of his ministry here will be spent in lockdown.</p> <p>The Deanery Plan includes a vacancy here, so we can move promptly. The Parish is “suspended” which means a Priest-in-Charge is to be appointed, (but Rick expects that he or she would then soon become Vicar). This means that the Bishop is officially the appointer, but this does not mean that he will impose a Priest-in-Charge: the parish reps will be asked if they feel that this is an appropriate appointment. We shall thus need to appoint 2 people who can fully and robustly represent us. These do not need to be the Wardens. Experience in interviewing would be a bonus. Given that St. Mary’s will also be in the process, Rick was asked how many reps there would be from each church. If there is a number of candidates, the Bishop will discuss with the reps a short list.</p>	

	<p>Rick then addressed the time scale. A few months will be required to create the parish profiles, adverts and so on, and the process may only officially start after John's departure at the end of July. It is to be hoped that by late summer we shall be clear of the present pandemic. In the meantime, we could work on the profile as long as John is not involved. This will involve descriptions of the area and its demographic, of the church as a functioning building and the church as a functioning group: importantly we need an honest look at ourselves, to look at what we have done and how to achieve what we wish to do next. We must work alongside St. Mary's to build a common profile but to achieve a common voice may be difficult during the lockdown. We really will need a face to face meeting with St. Mary's. Since the Youth work is such an important part of our ministry, we should work to give a voice to them. A paper profile <u>must</u> be produced, but we could put something on u-tube or a comparable medium. Language used in the profile is important but most of all we need to decide what really matters to us such as sharing the gospel in word and action. While All Saints', is likely, in Rick's view, to be an attractive post, we shall need some time to acquire applications for the posts. It will need a six-week window for applicants to decide to apply, and from advert to interview will take of the order of two months. To have interviews late in the autumn would be quick, and they could well be early in the next year. Presentation is very important, and we must decide carefully how we describe ourselves. Our bidding to be a resource church should be up front and positive, explaining what it is and that this will be a key issue for the candidate: we shall need someone who can get their head around it quickly and be confident in handling it.</p> <p>While normally, the Area Dean would be around, and it is his responsibility to arrange services, given the current events it will be best if the local church can create and run rotas in consultation, perhaps, with him. Paul will be first port of call for managing weddings and funerals. Is handover from John available. Rick will be around to work with us through the process, and he will help if we have questions. The APCM should be organised by the lay chair. After the interviews we would normally expect a three-month notice period before a preferred candidate could join us. If we interviewed by the year-end then we might have a Priest-in-Charge in the spring. To create a profile we could look to the wardens but we shall need voices from across the Parish. Ultimately, we must trust one or two to bring it all together. The process for creating the parish profile is key for the moment. It was suggested that we might have a chance at the next PCC to discuss how we shall set about it. Rick offered to help by sending us some parish profiles to look at.</p>	
5	<p><b>AOB.</b> Karen Killick has volunteered to lead the period of reflection and prayer at the next full meeting (to be held on <b>Monday 20 April 2020</b> since there will be no APCM until later in the year). The meeting finished with prayer led by Scott Linnett.</p>	