

| To / Present | |
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| <ol style="list-style-type: none"> 1. Diane Backhouse (PCC Sec, PSO & SC) 2. Adam Burns 3. Gillian Davison 4. Lucy Falcus (Deanery Synod) 5. Simon Honeywell 6. Martin Howard 7. Geoff Jowett (SC) 8. Karen Killick (V. Chair, Deanery & Diocesan Synod) | <ol style="list-style-type: none"> 9. Alexandra Lamond 10. Matt Levinsohn (Chair & SC) 11. Anne Rolfe (Warden & SC) 12. Pamela Rushton 13. Ben Scott 14. Chris Vass (Warden & SC) 15. Paul Wheeldon |

| # | Agenda Items |
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| 1. | <p>Opening Reflection and Worship Anne Rolfe brought the reflection to PCC:</p> <p>Anne shared that her family are ardent football supporters demonstrating faithfulness to the team and players. In the same way generations of Christians have been ardent and loyal followers of Jesus Christ and to God's word in the Bible. They have passed on the love of Jesus, keeping the gospel alive for us today. Like generations before, we too have been commissioned to spread the good news of Christ. Romans 10:14 "How, then, can they call on the one they have not believed in? And how can they believe in the one of whom they have not heard? And how can they hear without someone preaching to them?" And 10:17 "Faith comes from hearing the message, and the message is heard through the word about Christ".</p> <p>The Bible has always been considered the true word of God - "God's word is truth" John 17:17. Now the interpretation of the teaching within the Bible is being challenged by the proposals passed by General Synod.</p> <p>Should this decision be implemented, the impact will be profound and will affect people in different ways. Many will be grieved and saddened and may choose to depart from the Church of England, others may remain neutral and others may openly rejoice. We may not understand why fellow Christians have taken a different view to us, but it is really important that we continue to show love and respect for each and everyone of God's children, particularly with members of our congregation.</p> <p>Now is the time to remember that our heavenly Father rules over all. We can rely on him to steer us through this mess but it is vital that we play a part - being constant in prayer is paramount.</p> <p>As Anne's grandson wears his team's football strip and feels united with other supporters she urged us to put on the armour of God for protection as we travel into the unknown.</p> <p>In finishing Anne shared words that were given in 1998 to her previous church as she felt they were pertinent to words given by a member of our church recently about it not being the time to take down the sails.</p> <p>"You have dallied in the shallow waters and at the water's edge long enough, recommit yourselves to my service, climb into the boat and set out into deeper water. Do not fear, I, the Lord will be the vessel and the wind in the sails, I will be the captain and will keep my hand on the tiller giving you direction. During the times when you are becalmed be earnest in prayer and I will power the engine, only seek me early, seek me often. The boat is solid and reliable, traditional and well-made, it is the most reliable vessel for these waters. It will not flounder or break up when the wind and seas are</p> |

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| | <p>rough and threaten to overpower it. All this will be achieved provided all the crew are faithful in meeting and prayer.”</p> <p>A time of worship and prayer followed.</p> <p>Next Reflection and Prayers: Pamela Rushton</p> |
| 2. | <p>Apologies for absence, and declarations of interest</p> <p>a) Apologies had been received from: Margaret Vaughan, Guy Wingate (phoning in for finance item).</p> <p>b) Declarations of, Conflicts of Interest were recorded for:</p> <ol style="list-style-type: none"> Matt Levinsohn as incumbent, his wife as an employee (Receptionist). Martin – when discussing LLF/Parish Share as he is an employee of DBF. Adam – when discussing LLF/Parish Share as his wife is an employee of DBF. <p>Matt reminded PCC of need for confidentiality of discussions and decisions made.</p> |
| 3. | <p>Approval of minutes of the meeting</p> <p>a) PCC were asked if there were any comments, issues or concerns relating to the minutes taken at the meeting held on 16th October 2023. None were given.</p> <p>b) PCC was asked to approve the minutes for October as a true record of proceedings, Martin proposed, Anne seconded: all in favour/1 abstention/none against. Motion carried. (ACTION – Diane - to forward minutes to Shiromi).</p> |
| 4. | <p>Matters arising and Chair's update</p> <ol style="list-style-type: none"> New logo: lots of views were sought and agreed logo 3 as preference. Nethanja is making the outside font a little stronger and the L's a little further apart and then it is ready to be used. Matt proposed PCC agree use of logo 3, with slight adjustments, for all documents, media, etc.: 14 in favour, 1 abstention (ACTION – Matt). Jan (Children's and Families Minister): leaving arrangements - she is still here for Christmas. Jan will spend two weeks handover then two weeks on leave. Matt has talked to Jan about the strength of her teams and will discuss who might be good people to carry different ministry areas for the short term and will then organise to meet those teams this side of Christmas. Matt suggested we ask a team of 2/3 from PCC and 2 from the Staff Management Team to look again at the job description and come back with proposals in January to PCC with a view to then look to advertise and recruit either by half term or by Easter. PCC agreed the break would help bring clarity of who we need for the next stage. Pam, Martin and Diane volunteered to be part of team as PCC members. Matt proposed maintaining hours at 28 as children's ministry is key here. Jan and Matt discussed her having a leaving lunch the third Sunday of Jan (21st) (ACTION – Matt – email Staff Management team to set up meeting). Youth attended and served at Pulse - cathedral youth festival. Alpha has gone well although small. Sharing Faith courses are nearly all completed. Looking to start the entrepreneurial think tank again in Jan (ACTION – Matt). Kintsugi team are busy preparing and will hopefully start to advertise in the new year. Christmas services are being organised. Kathryn is running the one not aimed at young children and is targeting youth and young adults. We will see if this works well or if it needs a broader focus next year. Future things: Kathryn and Matt are in early talks with the diocese about being a Youth Hub which would mean more resource to help train local volunteers and paid youth leaders. Matt has also started a conversation with Riverside College about having a Young Adults chaplain attached to All Saints' who would be based there. Matt suggested church planting needs to wait a bit (ACTION – Matt). |

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| 5. | <p>UPDATE: Financial</p> <p>Guy Wingate joined PCC via telephone to provide an update on current finances with a projected end of year position, and presented a proposed financial plan for 2024.</p> <ol style="list-style-type: none"> Current deficit continues to grow driven by continued increases in energy prices (most recently higher standing charges), necessary, but unplanned, repairs and upgrades, and higher spend on consumables. An earlier contribution to fund church summer camp had also added to the deficit. Overall deficit is expected to increase further before the end of the year primarily because of some further roof maintenance work. On a more positive note, our giving as All Saints' to external mission work in the UK and abroad is being maintained at 10% of our voluntary income. A financial plan for 2024 was presented. It was agreed that unlike previous years there would not be a planned deficit. Matt proposed to allocate a portion of the parish share that had been retained in 2023 to address our shortfall in our reserve funds (our principle is to maintain 2 months operating budget as a contingency): 13 in favour with 1 abstention. These steps, combined with the reduced parish share for next year, means that the health of our finances will be restored pending any unforeseen circumstances. Guy commended the budget to PCC for approval. Karen proposed PCC accept the proposed budget for 2024, Chris seconded: all in favour. A decision on what to do with the remaining portion of the paused parish share in 2023 was deferred to a future meeting. |
| 6. | <p>UPDATE: Carbon Net Zero</p> <p>Deferred due to timing of meeting: paperwork had been circulated to PCC prior to meeting.</p> |
| 7. | <p>UPDATE: LLF - General Synod decisions and process ahead</p> <ol style="list-style-type: none"> Matt showed PCC the motion that was passed at General Synod and discussion was then held based around needing time to think, process and decide how we might respond. Matt gave PCC some questions to think about: <ul style="list-style-type: none"> How confident am I in my understanding of what the Bible teaches on LLF, what we should believe, and how we love all people? How are we going to ensure our welcome of all people is good? (see Ben's report next time) (ACTION – Ben). What will we communicate to the congregation and how? How will we listen to the congregation and what do we want from that listening? What are the risks to All Saints: Mission, Finance, Division, Buildings, Oversight, Schools etc.? What can we mitigate against and what can we not? How will we decide what happens next? How will we ensure LLF does not distract us from our mission? <p>Matt stressed we need some time. There is no benefit in hurrying. But we also need to be aware there are people who will feel they have given us time and so want to see from us a plan and probably some short term action.</p> <p>Matt then showed a potential plan detailing the way forward as well as links to CEEC and the Ephesians fund as a way that might enable some to give. Discussion followed where it was decided Matt would email PCC's thoughts after his announcement on Sunday (ACTION – Matt to email congregation with update and proposed route map).</p> |
| 8. | <p>UPDATE: Safeguarding</p> <p>Diane updated the PCC regarding safeguarding report sent out earlier, with no concerns reported this month.</p> |

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| 9. | <p>UPDATE: Warden(s) Chris updated PCC regarding:</p> <ul style="list-style-type: none"> a) Matt Falcus is in discussions regarding suggested increase in rent at 558A and 558B properties. He is also reminding Steve the tenant of the downstairs flat to use the dehumidifier to reduce the damp (ACTION – Wardens). b) Maintenance: church roof: two lead valleys have cracked cement and tiles are slipping. Therefore, we need the old mortar to be taken out and replaced and new pointing and realignment of the tiles which would cost £760, and this includes VAT and a 10-year guarantee. On the two properties (558A and 558B) we have 5/6 tiles missing and the cost of the repairs would cost £80, including VAT. On the side entrance of the building, where the solar panels are, there is about 4 metres of pointing that has fallen out of the gable end and repairs would cost £90, including VAT. John Whitfield the roofer has agreed to give us a partial clear out of gutters where the trees overhang and this would be FOC. These works had been approved earlier (ACTION – Wardens). |
| 10. | Any Other Business |
| - | Close - The meeting finished with prayer and the Grace. |
| - | Date of next PCC meeting – 11 th December 2023 at 7:30pm. |