

To / Present	
1. Adam Burns	9. Anne Rolfe (Warden & SC)
2. Gillian Davison	10. Pamela Rushton
3. Lucy Falcus (Deanery Synod)	11. Ben Scott
4. Simon Honeywell	12. Chris Vass (Warden & SC)
5. Martin Howard	13. Margaret Vaughan
6. Geoff Jowett (SC)	14. Guy Wingate
7. Alexandra Lamond	
8. Matt Levinsohn (Chair & SC)	

#	Agenda Items
1.	<p>Opening Reflection and Worship</p> <p>Pamela Rushton brought the reflection to PCC:</p> <p>Pamela explained how she loves driving round at this time of year and seeing the way people have lit up their houses, but why do we put up lights?</p> <p>Pamela read Genesis 1v3 "And God said, "Let there be light," and there was light." John 8v12 "When Jesus spoke again to the people, he said, "I am the light of the world. Whoever follows me will never walk in darkness, but will have the light of life." Rev 21 v 22-24a "I did not see a temple in the city, because the Lord God Almighty and the Lamb are its temple. ²³ The city does not need the sun or the moon to shine on it, for the glory of God gives it light, and the Lamb is its lamp. ²⁴ The nations will walk by its light, and the kings of the earth will bring their splendor into it."</p> <p>John 1 v4-5 "In him was life, and that life was the light of all mankind. ⁵ The light shines in the darkness, and the darkness has not overcome^{ed} it." – Pamela explained that darkness will never overcome the light of Jesus.</p> <p>Matthew 5v14-16 "You are the light of the world. A town built on a hill cannot be hidden. ¹⁵ Neither do people light a lamp and put it under a bowl. Instead they put it on its stand, and it gives light to everyone in the house. ¹⁶ In the same way, let your light shine before others, that they may see your good deeds and glorify your Father in heaven. "</p> <p>Pamela posed the question "You are the light of the world – How? We then split into small groups to discuss how we can be the light of the world.</p> <p>Pamela read Ephesians 5 v8-11, 15-20 "For you were once darkness, but now you are light in the Lord. Live as children of light ⁹ (for the fruit of the light consists in all goodness, righteousness and truth) ¹⁰ and find out what pleases the Lord. ¹¹ Have nothing to do with the fruitless deeds of darkness, but rather expose them. ¹⁵ Be very careful, then, how you live—not as unwise but as wise, ¹⁶ making the most of every opportunity, because the days are evil. ¹⁷ Therefore do not be foolish, but understand what the Lord's will is. ¹⁸ Do not get drunk on wine, which leads to debauchery. Instead, be filled with the Spirit, ¹⁹ speaking</p>

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	<p>to one another with psalms, hymns, and songs from the Spirit. Sing and make music from your heart to the Lord, ²⁰ always giving thanks to God the Father for everything, in the name of our Lord Jesus Christ."</p> <p>The reflection ended by us singing together Shine Jesus Shine.</p> <p>Next Reflection and Prayers: Ben Scott</p>
2.	<p>Apologies for absence, and declarations of interest</p> <p>a) Apologies had been received from: Diane Backhouse, Karen Killick, Paul Wheeldon</p> <p>b) Declarations of, Conflicts of Interest were recorded for:</p> <ul style="list-style-type: none"> I. Matt Levinsohn as incumbent, his wife as an employee (Receptionist). II. Margaret – when discussing LLF/Parish Share as she is the Vice-Chair of Durham Diocese Board of Finance (DBF). III. Martin – when discussing LLF/Parish Share as he is an employee of DBF. IV. 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 20th November 2023. None were given.</p> <p>b) PCC was asked to approve the minutes for November as a true record of proceedings, Guy proposed, Chris seconded: All in favour, 1 abstention. Motion carried. (ACTION – Diane - to forward minutes to Shiromi).</p>
4.	<p>Matters arising and Chair's update</p> <p>Matt reminded the PCC of the planned Vision Day on Saturday 3rd February and felt that it was important that the PCC had time to discuss and pray about issues prior to the day. An additional meeting of the PCC had been planned for early January but it was felt that this was too soon after the Christmas break. It was therefore agreed to meet on Monday 22nd January. Alex Lamond gave her apologies for this meeting.</p>
5.	<p>UPDATE: Financial</p> <p>Guy explained that the financial trends continued with a deficit of approximately £8k more than the budgeted deficit, which is likely to lead to an overall deficit of £18k at the end of the year. The lower giving and additional maintenance costs earlier in the year continue to be the factors causing the additional deficit.</p> <p>Giving has increased recently and we have some new people who have joined the Parish Giving Scheme.</p> <p>Guy informed us that we will still have a small amount of charitable giving available at the year end. It is expected that this will be between £500 & £1000. It was proposed by Lucy and seconded by Pam that this should be given to Festival Teesside. All in favour with 1 abstention.</p> <p>Margaret offered to pass this information on to the Mission Giving Team. (ACTION – Margaret)</p>

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6.	<p>UPDATE: Children's and Families Ministry Lead Job Description</p> <p>A draft Job Description and Person Specification had been produced and shared with the PCC ahead of the meeting.</p> <p>Matt informed us that he had been in touch with Sharon Pritchard and that she would be happy to be on the interview panel. Martin had shared the JD and PS with the diocesan HR team to confirm its compliance with HR requirements.</p> <p>The documents were discussed and various changes to the content were proposed. Matt will produce a final draft based on the points raised. This will be shared with PCC members via email.</p> <p>It was agreed that the appointed candidate would start on points 1-4 of the 7 point salary scale based on their experience. (£23,447 – £25,400 FTE)</p> <p>The plan is to advertise shortly after Christmas and Sharon Pritchard will suggest the most suitable places to advertise.</p> <p>The closing date will be 31st January and it is envisaged that interviews will take place in mid February.</p> <p>(ACTION – Matt)</p>
7.	<p>UPDATE: Carbon Net Zero</p> <p>Martin briefly summarised the progress that has been made nationally and within the diocese on the Net Zero Carbon 2030. He explained that the diocesan plan has now been written and was accepted by the Diocesan Synod in November.</p> <p>What progress have we made so far at All Saints?</p> <p>PV panels generating zero carbon electricity for over 15 years</p> <p>Modern well insulated Church Centre</p> <p>Main church roof has been insulated since 2014</p> <p>Modern efficient boilers heating only the zones being used</p> <p>Smart Thermostats ensuring the heating is only actually on when needed also centralised control</p> <p>What is our carbon output?</p> <p>Gross CO₂e of 6.5 Tones</p> <p>Net CO₂e of 4.1 Tonnes</p> <p>In comparison the average person in the UK has a carbon footprint of about 5 Tonnes</p> <p>Next steps (based on the document “A practical path to “net zero carbon” for our churches)</p> <p>Possible Timeline</p> <p>2024</p> <ul style="list-style-type: none"> • Achieve Bronze Eco Church • Run Carbon Literacy Course • Replace foyer non led lighting • Investigate other heating options <p>2025</p> <ul style="list-style-type: none"> • Achieve Silver Eco Church • Replace Hall lighting with LED

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	<ul style="list-style-type: none"> Investigate double glazing to church windows Investigate more PV panels <p>2026</p> <ul style="list-style-type: none"> Replace some windows with double glazing Investigate hall heating options in detail Install EV charging points Improve heating to 558B <p>2027</p> <ul style="list-style-type: none"> Achieve Gold Eco Church Replace Hall heating with ASHP Replace remaining windows with double glazing <p>The environment team to meet with Martin to look at possible actions and the running a Carbon Literacy Course in 2024. (ACTION – Martin)</p>
8.	<p>UPDATE: Welcome Report</p> <p>Ben started his report with a quote...</p> <p>Christians in the west should practise radically ordinary hospitality. This hospitality is radical in that it's a regular and sacrificial opening of one's home - unlike the privacy we all prefer. But it's ordinary in that it's not fancy and overthought. We need to become more comfortable in welcoming others in. Rosaria Butterfield, The Gospel comes with a house key. – we need not be afraid, Heb 13.6.</p> <p>What we do well</p> <ul style="list-style-type: none"> Initial welcome Wecomers answered questions from new people well Friendly and informative response from people Church is a nice atmosphere People felt comfortable throughout Lots of smiling A culture of being friendly Lots of pastoral people Excellent Kids & Youthwork Good integration into groups People are excited to come back Welcome lunches <p>What do we need to work on</p> <ul style="list-style-type: none"> Coffee time is often found to be difficult by some newcomers. Some people struggle with social intrecation which means it can be overwhelming Too many cliques – could we have a ice breaker activities on the tables to aid interaction Sharing our vision. Communicating what is happening During the week issues – lots of people travel to All Saints and don't live nearby. Pastoral follow up on a regular basis <p>Ways forward</p> <ul style="list-style-type: none"> Develop a buddy system – support during the service and then after the service Staff a welcome desk for people to be able obtain information

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	<ul style="list-style-type: none"> • More social activities, perhaps just meeting in a pub for a drink • Retreats away together • Create a culture of invitation – invite people for coffee / lunch regularly • Look at the idea of cultural parenting . • Consider running a relationship course • Focus a service on the 20's group
9.	<p>UPDATE: Safeguarding Diane had updated the PCC regarding safeguarding via the report that was sent out with the Agenda. No concerns have been reported this month.</p>
10.	<p>UPDATE: Warden(s) Anne updated PCC regarding:</p> <ul style="list-style-type: none"> • Anne thanked Martin for repairing the tap in the kitchen. • The Shark vacuum has stopped working and a new vacuum will need to be purchased. It was suggested to a commercial vacuum could be purchased but the cost for this would be approximately £1100. It was agreed to investigate replacing with a standard vacuum. (ACTION – Wardens) • Chris Vass had been involved in an awareness session with Cleveland Police. • As the weather is expected to be better this week, the roofing contractor is hoping that he will be able to complete the roofing work this week. • The proposed rent increase for the flats has been investigated. The diocesan solicitor has looked at the contract and has confirmed that due to the period of time since the contract was agreed, we are no longer bound by the limits set out in the contract. Matt Falcus has spoken to the tenants about the proposed increase informally. We need to complete a Section 13 form and to allow us to give the tenants appropriate notice the rent will increase on 1st February. (ACTION – Wardens / Treasurer) • Pamela raised the fact that our tenant in 558B is often unable to park outside his flat due to other cars using his space. The sign on the wall is very small and it was suggested that a larger sign could be produced to make this clearer. (ACTION – Wardens) • Anne informed the PCC that Mikey Davison had offered to paint the sound desk in the new year. Martin raised the point that it had been shared with the wardens that the sound desk as constructed would require a faculty as it was now a permanent addition to the building rather than what could be deemed a movable item of furniture. It was agreed to add this to the January agenda for further discussion and that painting would be put on hold until this has been resolved. (ACTION – Wardens)
11.	Any Other Business
-	Close - The meeting finished with prayer and the Grace.
-	Date of next PCC meeting – 15 th January at 7:30pm.