



**St George's Church Wash Common
PCC Meeting 24 January 2023 MINUTES**

The following documents were circulated before the meeting:

- PCC minutes of the meeting held on 22nd November 2022 (item 3)
- Equality, Diversity and Inclusion Policy (item 9)
- Mission Giving Policy (item 10a)
- Giving to other charities as part of Mission Giving – proposals from PR (item 10b)

MINUTES

1.	Opening prayer was led by Revd Becky
2.	<p>Present at the meeting: Revd Becky Bevan (chair), Sarah Pook, John Bolan, Kathy Winrow, Emma Moffatt, Rita Gardner, John Gardner, Revd Terry Winrow, Rita Ball, Linda Ling, Ronnie Herd, John Huckle, Frances Clayton, Kim Tiley, Philip Read (via Zoom).</p> <p>Apologies for absence: Robin Clugston.</p> <p>Any Conflicts of Interest? There were no conflicts of interest declared.</p>
3.	<p>Minutes of the previous meeting held on 22 November 2022 Agreed and signed as a true record.</p>
4.	<p>Verbal updates from outreach project facilitators</p> <ul style="list-style-type: none"> • Welcome Café (RH) In business for a couple of months. Average of 5-6 visitors per session. From end January new venue in NMR area and increasing to 3 days, Mon, Weds, & Fri. Publicity has just been started via leaflets to GP surgery, chemist, Wash Common shops and social media and various local newsletters. There will be an ad in Wash Commoner. Donations are keeping pace with expenses. • Children and young people worker (KW). This requirement came out of our 2-year action plan. This action was on hold until after Christmas. Contact has been made with the diocese for templates for role description. BB reported on news from Diocese that churches seeking to fill such roles have been receiving little or no response from applicants, and that the Church of England is aware of a national shortage of courses and training to recruit and equip people for this work. KW raised the question of whether we should delay our process. SP raised the issue that we need time to be clear about what is needed. KW added that we also need to be realistic about costs. KW advocated that with Star Club returning on Sundays we should focus on this and delay a recruitment process. This was agreed but also that we would use the delay to give more time to understanding what might be needed and how the role could be funded. • Exterior Renovation (Rita B) At a recent meeting of the Fabric and Facilities Working Group it was agreed that the size of the project requires specialist oversight and planning. The PCC supported the proposal to contact Architects Acanthus Clewes about the project (as this practice has knowledge of St George's through quinquennial inspection). • Welcome, hospitality and inclusion (LL) Update on changes at the 'welcome point' in church. A meeting for newcomers would be arranged 5th March. A 'Welcome learning together' event would be arranged after Easter to help us all improve our part in welcoming and including all who visit or attend St George's.
5.	<p>Churchwardens' Update</p> <ul style="list-style-type: none"> • PCC Secretary recruitment – someone has responded to the

		<p>encouragement given by Mary-Ann in the church notices to volunteer and has spoken with M-A and Becky about what is involved and is interested in being considered for the role. This is great news.</p> <ul style="list-style-type: none"> • Completion of terms of office in April – There need to be several new appointments at the APCM - new Churchwarden, assistant churchwarden and new PCC members (at least 3). It was decided to talk about this in church and weekly mailing ASAP. Recruitment is a collective responsibility. There is a new ruling about limiting time on PCCs for those who stay on the Deanery Synod for more than one term. Rita B said we should look at the new guidelines well ahead of the APCM.
6.		Synod Updates. None this meeting.
7.		St Michael's Enborne – JB & BB gave a verbal update on news/progress. BB reminded the PCC that in November all 3 PCCs passed resolutions in support of the Draft Measure for pastoral reorganisation, and this has been reported to the Diocese, including our request for the change in proposed benefice name. The proposals go next to the Bishop of Oxford and only return to us when notice of the Proposed Pastoral Reorganisation is to be displayed in all the churches (like a planning permission notice with any objections invited). Depending on any objections the likely time for completion is early Summer. In the meantime, our benefice clergy are supporting two services a month at St Michael's and BB is involved at Enborne C of E primary school. JB reported that he and Glenn W are due to meet with the two Enborne churchwardens to offer support with financial planning and management. With Enborne's blessing JB and GW are to be co-opted onto St Michael's PCC. It was noted that a Benefice walk takes place on the last Sat of each month from St John's to Enborne at 9am. St John's is using St M's meeting room for an upcoming Away Day. Forest Church continues to be well supported.
8.		Annual pattern and format for review of church policies – BB advised that this is work that was started by Mary-Ann and needs taking forward. We need to get into a routine for review. There needs to be a schedule and leaders of each group to instigate review of their relevant policy, and it all needs co-ordinating so that we have a regular stream of policies to review at each PCC meeting. SP offered to work with Alex to group them and produce a review schedule and propose which need to come back to PCC for an action plan. The PCC gladly accepted her offer.
9.		Equality, Diversity and Inclusion Policy – KW explained this was only a recent policy, there were no queries or suggestions for amendment so this was agreed as reviewed at 24.1.23. Approved by the PCC.
10.		<p>a) Mission Giving Policy – annual review of policy for approval or suggested amendment (BB)</p> <p>b) Giving to other charities as part of Mission Giving Policy – proposal from PR. PR went through his proposal to reinstate an aspirational target of 10 per cent for this part of the church's giving. JG sought clarification about whether this was based on a net figure, and it was confirmed that this was the case. PR also recommended that we address the administration issues we have experienced over the past 2 years in agreeing and dispersing any funds by having a small group of people to make recommendations to the PCC. BB reminded the PCC that we had been seeking to find someone to lead this on the PCC but with no success, so it would be sensible to widen the net so long as the person or group has a clear brief and operates within the agreed mission giving policy reporting to the PCC. RB expressed surprise to see the feed in tariff etc included as there are costs against this. She pointed out that it can be misleading to have a particular percentage in a policy because so much is given generously to offer open, warm, functioning, 'staffed' facilities – we subsidise many of the organisations who use the facilities by discounting usual fees. Concentrating on cash rather than the other facets of giving is open to misinterpretation. SP commented that she felt uncomfortable by only giving 10 per cent away. BB remarked that the whole function of the church is to give everything away - page one of the Mission Giving Policy describes how St G's operates as a charity itself and how giving to other charities is simply one part of how a parish church serves others. Proposal is to have</p>

		an aspirational target of 10 per cent for this kind of giving to ensure that this part of our generous giving doesn't get squeezed out. PCC approved the reinstatement of the aspirational figure in the policy. Also approved the proposal to recruit a dedicated small group of people to help the PCC make decisions and disperse sums appropriately. Action: Updated policy to come to March PCC for ratification.
11.		<p>Safeguarding (standing item) KW reported that the Diocese has a good new lead Safeguarding Officer. Currently 32 lay members are DBS checked with 4 pending for the start of Star Club. KW presented an update on the safeguarding dashboard. We are relatively up to date and on the highest level of completion – level 3. The action plan will be circulated to the PCC. [This was done after the meeting and there were no objections/queries.] The PCC noted that several choir members had refused to complete basic safeguarding training as required by the national church. KT expressed her extreme discomfort about their refusal. TW supported KT and all members agreed with these concerns. A question was raised as to whether we need Volunteer Agreements for future choir members which specify that basic training is required.</p> <p>Health and Safety (standing item) There was a near-miss when RH had slipped over on the ice a few weeks' ago. RB advised we don't have grit bins. This is being dealt with.</p>
12.		<p>Organist, Choir and Music Group – confirmation of plans for 2023. BB reminded the PCC that JK's one year contract has come to an end and he has stepped down from being DOM. MH is to continue as organist on a new contract to reflect new duties, working with Jenny B, and HT assisting with choir leadership and co-ordination. Margaret B is working with BB and MH on hymn selection. JK will be participating on the first Sunday. The new arrangement represents a saving of approx £2k pa. (Noted noise during 8am service of organ loft being opened – needs a word with MH to alert any visiting organists.)</p>
13.		<p>Finance Update</p> <p>FC asked if there were any questions about the financial summary circulated previously by email. None were asked. Thanks to the annual renewal of giving led by Simon P it was noted that planned giving had increased by over £2k. Simon was thanked. Someone asked if people had been thanked and SP later confirmed that thanks were put in the newsletter for a couple of weeks, so the response has been acknowledged.</p>
14.		<p>Any Other Business Rita G advised that car park issues were still a big concern and wanted to know, before putting any work into research, whether the PCC would ever entertain a barrier. There was consensus that gated entry wouldn't work (for PR reasons as well as practical ones). However, there was acknowledgement that the health and safety issues of the carpark are real and must be addressed. Proposals will come to a future meeting. All ideas welcome.</p>
15.		<p>Date of Next Meeting: March 14th. APCM April 25th, and then dates confirmed as: May 23rd, July 18th, September 26th, November 21st.</p> <p>Thanks were expressed to LL for taking notes of the meeting in the absence of a PCC Secretary.</p> <p>The meeting ended at 9.55 with The Grace.</p>

