



**St George's Church Wash Common
PCC Meeting 10 September 2024 MINUTES FINAL**

The following documents were circulated before the meeting:

- PCC Draft Minutes for the meeting on 16 July 2023 for approval (item 3)
- Summary of Actions from July Meeting
- Health and Safety Policies (item 9)
- Finance update end August 2023 (item 10)
- Proposed Church/ Hall hire fee schedule update (item 11)
- Church of England Prayers of Love and faith resources
<https://www.churchofengland.org/sites/default/files/2023-12/prayers-of-love-and-faith.pdf> (item 13)
- Safeguarding update (item 14)

St George's Vision Statement

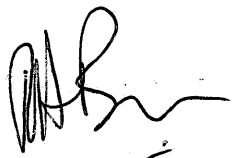
At St George's Church we are called by God and inspired by Jesus to encourage and equip one another to grow in faith and love, serving the community of Wash Common, reaching out to all people, especially those in need, and being good and faithful stewards of our gifts and the world's resources.

1.	Opening prayer led by BB
2.	<p>Apologies for absence: Robin Clugston, Kathryn Winrow, Terry Winrow, John Bolan, Chris Foster, Ronnie Herd</p> <p>Attendees: Revd. Becky Bevan (Chair), John Huckle, Linda Ling, Francis Clayton, Emma Moffatt, Jon Houghton, Rita Ball, Sarah Pook, Robert Whiting</p> <p>Any Conflicts of Interest? Sarah Pook mentioned that she is a hall user, per item 9.</p>
3.	<p>Minutes of the previous meeting on 16th July 2024 The minutes were agreed and signed as a true record, with two minor corrections.</p>
4.	<p>Initial sabbatical reflections (BB) BB spoke with the PCC about her sabbatical, highlighting three key aspects: rest, reflection, and reconnection. She expressed gratitude for the way she was sent off by the congregation of St George's, feeling loved and reassured that it was fine to leave, knowing the benefice would be in good hands. She emphasised that the diocese views a sabbatical as a gift of time rather than study leave, which allowed her to determine what she most needed for herself from the sabbatical.</p> <p>During her sabbatical, along with walking the camino to Santiago de Compostela, BB took an art journaling retreat at Holland House in Worcestershire, which she found to be a creative and rewarding experience. BB attended church in a variety of different settings which helped her to have fresh insight into how church can feel for newcomers and visitors – various specific thought will be shared in due course. Reflecting on her own well-being and of others actively involved in church life Becky recommends that a limit should be set at 2 (max 3 in special circumstances) for evening meetings per week due to the impact on family life. Finally, BB commented that this time to step back from the pressures of a full diary has given her a renewed sense of our priorities as a benefice and is very aware of the need for us as the PCC to focus on strategy not detail. One clear outreach priority is to engage with the new housing soon to be built in Wash Common. A PCC Away Day will take place early in 2025.</p> <p>JonH noted that the PCC is often unaware of the extent of BB's activities across the benefice. He also commented that sabbaticals are good for congregations as people step up and take on more responsibility etc. He concurred with the need for the PCC to focus on strategy.</p>

5.		<p>Progress with agreed Vision Priorities:</p> <p>4.1 Children and Young People Worker (BB on behalf of KW): This position is being advertised once more.</p> <p>4.2 Church renovation (LL/RB) RB notes that the F&F team have been “firefighting” recently and there have been many issues to tackle. They have made progress on quinquennial items, having addressed all items in red and the second level aims. LL feels we need to better plan, and budget for the future, in order to avoid finance shocks. RB notes the next quinquennial review is due at the end of 2025/ beginning of 2026.</p>
6.		<p>Working Groups refresh and reform (BB)</p> <p>BB reminded the meeting that the working groups are the formal sub-committees of the PCC. While these groups were originally established with the same protocols and were reporting regularly to the PCC, there is now a lack of consistency in their operation.</p> <p>BB suggested that the PCC review the working groups to ensure they are functioning as intended and to address any areas of overlap. This will be on the agenda at the next PCC meeting. Input from the group leaders will be sought ahead of the PCC discussion</p> <p>JonH proposed that group leaders meet twice a year to strengthen coordination. He emphasised that the PCC’s role is to make strategic outreach decisions, making it crucial for the PCC to stay informed about the groups’ activities.</p> <p>There was a suggestion to rotate leadership roles to avoid the same individuals leading year after year. SP noted that there hasn't been a refresh within the church for some time, and the PCC does not currently have a clear understanding of the skills present in the congregation.</p>
7.		<p>Policy Review: Health and Safety and workplace engagement (LL/JohnH/ RB)</p> <p>Health and Safety Policy The Health and Safety Policy has been revised, and consolidated. BB suggested amendments to clarify on grounds, faculty and disclaimer on St. Lukes. SP noted central storage of risk assessments. Amendments will be circulated prior to the next meeting.</p> <p>Anti-Harassment and Bullying Policy No changes suggested</p> <p>Whistleblowing Policy Minor changes on applicable groups to include volunteers, and everyone to whom this might apply.</p> <p>Conflict of Interest Policy No changes suggested</p> <p>Data Retention Policy. Not brought to PCC. RH emailed in advance that he will review and suggest amendments for compliance.</p> <p>Prior to the next meeting, tidied up versions will be emailed to all, with any amendments from RH. If there are actual comments, to amend, otherwise approved.</p>
8.		<p>Finance update, Standing Item (FC)</p> <p>FC discussed the finance update for August and gave additional detail on facilities expenditure budget vs actual income and expenditure. The overall finances aren't too attractive currently, including aspirational giving which is well below target levels. BB has put an invitation out to Working Group leaders for budget setting. FC will put together the budget, discuss with finance group and put this out for comment, and the target is to agree this at November PCC. FC noted actual energy income from solar panels is positive, but cash flow is difficult as the energy supplier, Ovo has been late paying. BB thanked FC for</p>

		his work on this, and requested those involved work together to get to budget and priorities set for next year.
9.		<p>Proposed Hall/ Church hire increases (RB) RB presented a proposal, which she and Alex Brown developed, to increase hall and church hire fees starting from January 2025. She noted that the hire rates are reviewed annually. Fees for Wings and Wellies and Busy Kids change in September each year to allow for budgeting. RB highlighted that the number of commercial hirings is very small, with most bookings coming from charities or not-for-profit groups. FC pointed out that income from the centre remains well below pre-Covid levels, though BB noted that costs associated with the Servicemaster contract have now ended. RB acknowledged that making a direct comparison on their competitiveness regarding hire fees is difficult, but they have reviewed rates at St John's, The Bowler's Arms, Woolton Village Hall, and the Rugby Club. Additionally, Park House is actively advertising its space for hire. It was agreed that the updated hire rates should be published on the website. SP, who hires the hall for the youth group, remarked that their rate is comparable to St Francis but higher than the local community hall. BB put the proposal to the meeting, and the PCC unanimously agreed to implement the changes to hall hire fees. SP suggested adding hall availability to the website, and Alex Brown has been working on this.</p>
10.		<p>Churchwardens' Update (JH, LL) JohnH has had a quotation for the work to the Ground Source Heat Pump, and is pursuing this.</p>
11.		<p>Prayers of Love and Faith (see link above) The PCC discussed the Church of England's Prayers of Love and Faith which all had read in full. BB confirmed that following General Synod's vote in favour of the use of these prayers in contexts where the Incumbent is supportive, we must consider our position as the PCC. A good discussion took place, mainly regarding clarification of the context and intention of this liturgy for same-sex couples. The unanimous view was that if a couple approached St George's seeking these prayers of dedication and blessing, we would want to be able to meet their request. BB confirmed that while it is her decision alone whether to use them she is glad to know that this is the unanimous will of the PCC.</p>
12.		<p>Safeguarding Standing Item (JonH for AG) No questions received on the September safeguarding report. BB thanked Alison Gill, Kavash Bamfield and JonH for their work on safeguarding.</p>
13.		<p>Health and Safety Standing Item (LL) LL noted that there is a perceived risk regarding the cooker and it is being dealt with this week.</p>
14.		<p>Benefice Celebration weekend (LL) LL notes that the six churchwardens and Alex, have been working on the programme over the past couple of months. BB asks that people attend these events as there is lots to celebrate and important to come together as a benefice.</p>
		<p>Any Other Business: LL discussed funding for Café signs, which is a vital part of St George's outreach. She will try to mitigate costs. FC suggests Greenham may support due to community aspect. BB provided an update on the Choir Director recruitment. There is one candidate who is being interviewed, and safer recruitment aspects of process are being completed. BB asks for prayers for this process. The Meeting closed at 9.30pm with the Grace.</p>

	<p>Date of Next Meeting: 19th November (Standing Committee 6th November)</p> <p>PCC Dates for 2025</p> <p><u>Standing Committee</u> 8 Jan, 4 March (note this is a Tuesday to avoid Ash Wednesday), May tbc, 2 July, 3 September, 5 November</p> <p><u>PCC</u> 21 Jan, 18 March, APCM discuss holding in May (to give a gap after Easter holiday) May tbc, 15 July, 16 September, 18 November</p> <p>PCC Away Day – proposed date: Saturday 8th Feb to look at strategic planning and review of outreach priorities.</p>
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19/11/2024