**ALL SAINTS WESTON**

**Minutes of PCC Meeting, 7.30pm, Monday 16th November 2020**

**Present using ZOOM application: Mark Searle (Rector). Chair for this meeting**: James Couchman (Vice Chair). **Churchwarden**: Paddy Gleave. **Reader:** Tom Peryer. **Deanery Synod Reps:** Clive Kennett, Pippa Page, Peter Ward, Hylton Asplin (elected during meeting). **Elected Lay Members**: Chris Chatfield, Mike Everson, Sarah Gleave, Robert Groezinger, Kevin Hurley, Joanna Lewis, Robin Lewis. **Non-elected members**: Judy Everson (PCC Secretary for PCC meetings), Rob Gray (Treasurer).

**Accessed on One Drive**: Minutes of July PCC meeting, Minutes of Finance Team meeting, notes of Standing Committee meeting, Christmas 2020 Planner, Rector’s Report, Service views for FB and Youtube, Rock Report, Finance Report, 4 further Finance papers, Health and Safety Report. **To follow**: Community Outreach Team (to be drafted by MS).

JC welcomed all with prayer. He gave brief thoughts from UCB: ‘Pray we will be expectant of you, helping us discern your will’. RL prayed: ‘If we lack wisdom, we must ask, we pray the Holy Spirit will be with us here’. MS prayed: ‘We pray for peace to rest on those we are thinking of’.

JC expressed appreciation of Judy Everson’s role as PCC Secretary in the meetings.

1. **Absences**: Hannah Pearson has stepped down; thanks and appreciation were expressed. Andrew Baines absent.
2. Thanks were given to RL for taking Minutes of meeting on 21st September. **The Minutes of the meeting were passed.** All 16 approved.
3. **Matters arising**:

CK requested that the figure the PCC puts forward next year for the value of the Church Centre is the correct one. He asked if there was a record of the votes on the accounts. **Action: Mark Searle** to find the record of the numbers and put them in the Minutes:

The e-vote on the 2019 account was concluded on 14/10/2020 with the results that 12 agreed, 4 abstained and 0 against. It was specifically noted that CK abstained for professional reasons.

PP asked how often we are supposed to note approval of the appointment of Lay Readers. JC said we would discuss this under AOB.

1. **Acceptance of and Matters arising from minutes of other meetings:**

The PCC was asked to approve the **Minutes of the Finance Committee meeting and Standing Committee meeting** and were there any matters arising from the Minutes. There were **no objections**. Matters arising: RG said that the Finance Committee was due to bring before the PCC, a vote to approve a draft budget for the Mission Team for next year. It will be formalised in January when the final figures are known.

1. **Agreement of any other business:**

CC wished to discuss the general way All Saints Weston is furloughing staff. MS will address it in the **Rector’s Report**.

1. **Election to Deanery Synod – Hylton Asplin**:

After the APCM, MS was in contact with **HA**, who is willing to stand as a Deanery Synod representative.

**All 15 PCC members voted him in**, with no abstentions. HA was given a PCC welcome.

1. **Rector’s Report:**

* **Covid-19 Update including Sunday worship**. MS said we are doing our best with Lockdown 2 and working out what comes next.TP: viewing figures on Online Services look very positive. There are hundreds watching Church Live at 11.00 am services and 100+ at Sanctuary services. It is important that we understand who is watching and for how long. We can be sure that the numbers recorded are a minimum number. JC asked MS to pass thanks onto Gary Oaten, who compiled the figures, and runs off 15 to 20 DVDs for the church community who do not access online. **Action**: **Mark Searle** to thank GO.
* **Christmas Plans.** Work is being carried out on pre-recorded material for Carol Service and Christmas Day. Also plans are being made for ‘pop – up’ Christmas Carols on 19th December at 5 locations around Weston, eg outside Tesco’s and Eastfield Avenue. JL asked if there was a plan for getting the star up the Church Tower. **Action**: **Mark Searle** to ask Tali again to get the Team to put the star in place.
* **Welcome Café.** This has moved to Take Away only.
* **Staffing Update.** Wes Poirot and family will move in summer 2021 to Devizes, where Wes will take up Minister-in-training in a Baptist Church and studying at Bristol Baptist College. He is hugely valued and it is a real loss. If anyone would like to contribute towards his training fees, please talk to TP.

Furloughing of staff: in the first Lockdown, 2 staff were furloughed. In the current Lockdown, all staff have been contacted verbally, then in writing, and they have been asked to suggest themselves for furlough. CC feels that staff eligible for furlough should not have to Self Review. He wished to propose a motion saying that certain staff should be furloughed half time, as soon as possible. MS stated that the reason staff have been asked to self review, is that each staff member has a high degree of independent working and they know best how they can work most productively. Various PCC members stressed the value of the work being carried out by staff during Lockdown, eg enabling children to remain in touch with Christian friends and helping relieve loneliness for some older people. TP does not support the motion as it stands; he suggests it could be the Standing Committee, meeting as a Furlough Committee, looking at individual cases. The Standing Committee agreed on the PCC’s behalf for the initial Lockdown. There are many complicating factors for each person. This Committee could go through the issues, looking at what happens after December 2nd. CC was happy to withdraw his motion, if he could take part in the Standing Committee’s decisions. CK agreed with CC, saying the decision should come from the employer and he felt it was unfair to put responsibility on individual members of staff. **Action**: **James Couchman** to convene a meeting of the Standing Committee, with CK and CC, to discuss the next steps on future furlough possibilities.

1. **Community Outreach Team.** To be **deferred** for future discussion.
2. **Church Warden’s Report:**

* **Safeguarding Update**. PG reported that he had heard from Paul Bright, who is carrying out occasional DBS checks. Several staff need Safeguarding training, the minimum requirement is C1. The Diocese will carry this out, virtually, in the spring.
* **Fabric Committee.** PG has taken this on fromBen Wynne. He will get Fabric Committee to meet again, to identify work that needs to be done, eg cleaning of church gutters.
* **Correspondence.** No correspondence, apart from general information from Diocese.

There is a need to find a Deputy Church Warden. JC thanked PG for the work he is doing.

**10. Rock Project Report.** There appears to be an internal issue regarding the

**planning application:** In autumn 2019a newish Highways Officer looked at the highways issues linked to the proposed extension, he had concerns and so Surveys were carried out. In June, TP went to the Head of the Planning Officers and she had no concerns. Lawyers in BANES have decided there needs to be more justification to show why the Highways Department has changed its mind. To date the 2 Highways Officers have not discussed this matter. JC gave thanks to TP for an excellent example of patience.

**Scout Hall.** A few years ago the church looked at whether we could regain it, rather than 100 year lease to Scouts. Scouts reluctant to hand it back to church. Scouts are now interested in handing the Scout Hall back to the church, as the Scouts who use the Scout Hall are being dispersed to other groups. The Scouts have not fulfilled their obligations on the lease and have failed to maintain the building*.* **Action: Clive Kennett** to carry out a Dilapidation Survey**. Action: Tom Peryer** to report to PCC on this matter at next meeting.

**11. Finance Committee Report.**

**Valuation of the Church Centre**. The market value is £715,000. The historic valuation is £1.5 million. In theory, the PCC were agreeing a depreciation policy every year. Their depreciation policy was that the Church Centre has not depreciated. Stewardship say All Saints Weston should have a proper depreciation policy, where the value is stated, between £1.5 million and £715,000. It has not been agreed how the difference will be bridged. **Action: Rob Gray** to discuss this with Jacob Farley of Stewardship.

No-one can find the historic valuation of £1.5 million. The actual building has to be valued, separate from the underlying land. The land will not depreciate. CK thinks there was not a re-evaluation; he believes it was probably the re-instatement cost for insurance, which is the incorrect figure.

* **2020 Actuals vs Budget Report**

2019 – Accounts have been submitted to Diocese and Charities Commission. Diocese has not requested further information.

2020 - Balance sheets. The valuation for 19 Chandler Close has been updated.

Cash in hand section is fairly accurate.

Rainy Day fund has in excess of £21,000. There is £40,750 across the 2 Capital Project Funds (1 Capital Project Fund is for repairing roof, 1 for Church).

Rock has £310,000 of restricted funds plus a legacy, ie a total of £360,000.

Profit and loss for this year versus last year, for first 9 months of the year: we are down on last year, but we are in an OK position. For the last few years, profit has been pretty high compared with earlier years. In 2014 profit was £2,800 compared with a profit recently of nearly £200,000.

A lot of figures are inflated by figures received from Rock, which historically we would not have seen. Profit – Q3 is bigger than Q1 and Q2 put together, more than £20,000. Q3 was part of the summer, which is normally a quieter time for Church Centre and the Hub, but this year people did not go away as much. It is encouraging that Unrestricted Giving has not seen a drop over the year. We have received £4,000 more this year than last year from Standing Orders. Also we have had £3,000 more this year in Tax Relief, than last year.

Staff bill has gone up a little. Staff have not had pay increase for 2020 – 2021. This will be discussed by the Finance Committee for 2021 - 2022*.*

Compared with 2019, the Church Centre income is down by £23,300 and Restricted Giving is down. Various reasons could explain this, eg there has not been a Rock drive this year and we fulfilled our commitment to the Mission Team by paying £12,000 in September.

* **Grants.** 2 grants have been secured for the café. 1 grant of £12,000 has been secured for the Church Centre, to change all lighting to LEDs.

There was discussion between RG and CC over the figures on the Finance Report.

TP summarised by stating that the bulk of our voluntary giving has held constant, standing orders are up. However, cash giving is down slightly and income for the Church Centre and the Hub is significantly down. We have received grants and also our expenses are down. Assuming Church Centre and Hub continue to take some form of income over the next 2 months, we should be finishing approximately level.

**Pay Scales.** This is currently being discussed and will be reported on in due course.

**12. Healthy and Safe Report.** CC referred members to his written report. Churches are currently shut for public services. Online streaming and private prayer are permitted*.*

**13. Any Other Business.**

CK: There is a need to look at valuation figure for Church Centre and how it was arrived at.

PP: MS proposed, seconded by PG*,* that this PCC continues to support the work for the coming year of our **Readers** – Pippa, Sarah and Tom, and express our gratitude to them. All agreed.

**Dates of next meetings.**

JC: The proposed date is January 18th. This meeting is to be dedicated to Rock. There would be a standard PCC meeting in February; date tbc.

The meeting closed at 21.52 with prayer.