

# Minutes of a Meeting of the Combined PCCs of St Matthew's Harwell with All Saints' Chilton held remotely via Zoom on Tuesday 7<sup>th</sup> February 2023 at 7.30 pm

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## Present

**(J) Denotes Joint PCC member. There were thus 11 voting members at this meeting - all resolutions refer to Joint PCC votes**

Jean Barton  
Hazel Benton (J)  
Peter Cox (Secretary)  
Debra Dewhurst  
Sid Gale  
Naomi Gibson (J)\*  
Stuart Gibson (J)  
Gordon Gill

Steve Hale\*\*  
Tony Hughes (J)  
Phill Johnston\*\*\*\*  
Rebecca Lewis\*  
Allan Macarthur (J)  
Liz Morris  
Patrick Moseley  
Jan Radford

Alex Reich  
Liz Roberts  
Tim Roberts (J)  
Pam Rolls (J)  
Judith Russell (J, Chair)  
Yvonne Sanderson (J)\*\*\*  
Eliza Wheaton (J)  
Jane Woolley (J)

\* From Item A4.

\*\* From item B0.

\*\*\* From item B1

\*\*\*\* from item B2.

### By Invitation:

Deborah Evans – Church Administrator

Sarah Barrett, Children and Families Worker – from item B1 to C6.

Judy Gold, Safeguarding Officer – for items A1-A6, B0 and C3.

Sue Greatbanks, Safeguarding Officer - for items A1-A6, B0 and C3.

The items are listed here in agenda order, but were taken in this order: A1-A6, B0, C3, B1-C1, C 2.1, C 2.3 C4-C6, C2.3.

## A Preliminaries

### A 1 Opening & Prayer

The Chair welcomed everyone to the meeting.

Pam Rolls read Psalm 8

She said that the Psalm is attributed to King David. Some translations describe the type of music – we need to imagine it! John Stott said that David may have written this when he was a shepherd guarding the flock from wolves. He could have been laying on his back observing the night sky and looking at the stars put in place by God. No wonder he describes God as Majestic. What does this mean to us? God is like royalty so we should pay respects but also full of grace. This God is our God, and twice states “O Lord our Lord”. God’s grace is unlimited, we can know God and He knows each of us as an individual. He sent His Son to die in our place, He loves each of us, all of us.

We may face many trials but we should remember that God is with us and we should praise him even when facing challenges. He subdues the enemy, so let us praise God. O Lord, our Lord how majestic is Your name in all the earth!

Pam Rolls led the meeting in prayer.

### A 2 Apologies for Absence

Apologies were received from: John Pigott.

Helen Brook and Hazel Connelly were absent.

The Chair explained that item C3 Safeguarding would be taken after item B0 so Judy Gold and Sue Greatbanks could leave if they wished, though they would be welcome to stay.

**No objections.**

### **A 3 Minutes of Previous Meetings**

#### **A 3.1 Section 12 Meeting Minutes 23<sup>rd</sup> August 2022**

Paper C refers: Section 12 Meeting minutes for approval.

The Secretary said that we voted to approve these minutes at the October 2022 Combined PCC meeting. He subsequently circulated them to the Deanery and Patron representatives in mid-October. No changes were received from the representatives.

The Chair said that as these minutes had already been approved at the October meeting, there was no need for a further vote.

#### **A 3.2 October 2022 Combined PCC Minutes**

Paper G refers: October 2022 Combined PCC Meeting Minutes for approval.

There were no corrections to the minutes as in paper G.

<b>Resolution</b>	<b>That the October 2022 minutes in Paper G are approved.</b>				
<b>Proposed</b>	<b>Allan MacArthur</b>	<b>Seconded</b>	<b>Pam Rolls</b>	<b>Passed by the JPCC</b>	<b>Unanimous.</b>

As this meeting was held online, the Section 12 minutes and October 2022 minutes will be signed by the Secretary and Chair in due course.

### **A4 Actions / Matters arising**

Paper H refers. The matters arising are:

#### **FROM THE JULY 2022 MEETING**

##### **ITEM C 1.3 Data Protection Policy**

**Action:** Allan MacArthur to report at October 2022 Meeting

**Status October 2022: No progress to date.**

**Status February 2023: Allan MacArthur: There is a considerable amount of work still to do to make us fully GDPR compliant. We still need to put procedures and training in place to ensure processes are followed and we can demonstrate we follow them. It's not that we are necessarily poor but we have got gaps. The Church of England is in the process of updating their site and advice on this. We will need someone to lead on GDPR in a practical and pragmatic way to ensure that we comply.**

Allan said that this area was passed to him when Rev. Mobey left and tasks and responsibilities were shared out. However, he does not have the time to take this any further.

This needs someone who has the time to take this on. It would help if they have IT or data knowledge but this is not essential. Also, someone who is pragmatic and has common sense would be best otherwise we may end up with not enough procedures and documentation or too many.

The Chair thanked Allan for his work and asked all present to consider who may be suitable and able to take this on.

## **A 5 Annual Schedule Items**

The annual schedule items on the agenda are: B1 (allocation of World Missions budget), C1 (Data Protection Policy), C 2 (Benefice share), C3 (Social Media Policy) and C 4 (Staff pay review)

### **A 5.2 Other Annual Schedule Items**

The annual schedule items on the agenda are: B1 Allocation of World Missions budget, C1 Data Protection Policy, C 2 Benefice share, C3 Social Media Policy and C4 Staff Pay Review.

## **A6 Other Joint Issues**

None.

## **B Mission Strands**

### **B 0 Vacancy arrangements and new Rector Appointment Process**

As no suitable candidate was found after the interviews in November, the vacancy was re-advertised in January.

Allan MacArthur reported that the closing date is 12<sup>th</sup> February, the shortlisting meeting is on 16<sup>th</sup> February and the interviews are on 5<sup>th</sup> March. The responsibilities and people needed for the interview day will be the same as the previous one, but the details will depend on how many candidates are shortlisted.

### **B 1 Children, Youth and Families**

#### **B 1.1 Update and Plans**

Paper A refers: CFW Annual Report 2022: Children Youth and Families Worker, Sunday Groups, Summer Holiday Club, Fledgelings, Schools, Community and Special Events, ECHO – Didcot Youth Trust,

Sarah Barrett said that this is the annual report, so it is in a different format to the usual CFW reports.

The Chair thanked Sarah Barrett for the report, and noted that a huge range and amount of work is covered.

Hazel Benton congratulated Sarah Barrett on her work, especially as she has been on her own for some of the time. Sarah Barrett said that there are lots of volunteers helping.

#### **B 1.2 CFW Recruitment**

Paper J refers: CFW recruitment 2023: Discussions and actions taken: Post to be 20 hours per week as before and plans for advertising the vacancy.

Eliza Wheaton reported that the Diocese had replied to Sarah Barrett with advice on advertising.

There were no questions or comments.

#### **B 1.3 Greater Didcot Youthwork Trust and Youth / Secondary Schools Work**

Gordon Gill reported

There was a meeting of the trustees last week. Things are satisfactory until the year end. There is a shortage of youth workers in the trust and of finance.

## Finance

A number of grant applications have been made: Some have been turned down as the trust is a Christian organisation. Some applications are still awaiting decision but the organisations are interested.

Gordon has met the Diocesan “New Congregation” leader, who is interested in the work and will assess it for funding – the trust may count as a “New Congregation” so could get more funding from the Diocese on top of the original grant.

## Youth Worker

There is a general problem across all denominations and churches with recruiting youth workers. There are not any available in the diocese. The New Congregation may provide one, or we could see if there are any ordinands in training that are interested in youth ministry and could give some time to the Youth Trust funded by the Diocese but this is not very likely.

There was a meeting of all of the Archdeaconry Lay Chairs last week. They are really pleased with the work that Hannah and Sarah are doing. A lot is falling on their shoulders, and Gordon as a trustee thanked them for their work, they are doing a fantastic job.

Gordon Gill and Sarah Barrett answered questions:

*Has the trust applied to The Powerhouse Fund, who have given a grant to Didcot Train which is also a youth work organisation?*

Gordon replied that they had applied, he understood that the application was turned down, we were told by a trustee of Didcot Powerhouse, because the Trust is being run by Christian Churches and that Didcot Powerhouse could not support Christian churches when other faith groups were not applying for funds. What frustrated us was that the grant we applied for was specifically for youth work and the project we were applying for, called Echo Refuel, was not aimed at Christian youth or proclaiming the Christian faith, it was to support young people experiencing social isolation and loneliness and equipping them for life outside of the school gates and life after school. Didcot Train has recently dropped its Christian ethos.

## Post meeting Note:

In the application ECHO Refuel was listed as:

1. Provide opportunities for young people from different schools to meet with peers in a safe and supportive setting, encouraging new friendships and community cohesion.
2. Enable them to engage with activities that have a positive impact on wellbeing, as well as giving them the tools to understand and respond to emotions.
3. Create an environment where young people can express and share any anxieties with trained youth workers, who can then offer support and / or signpost agencies able to provide more specialist advice (e.g., through linking in with NHS services).
4. Equip young people through training and resources to inform their peers on aspects relating to wellbeing – creating an ‘ECHO effect’ whereby what the young people experience and discover ripples out to others.
5. Provide young people with transferrable skills (e.g., event management and communication) that will help to equip them for life beyond the classroom, this might be to help the transition to further education, employment, or volunteering in the community through social action projects.

*Is the Youth Café Secular?*

Sarah Barrett said that the Youth Café and Refuel have no teaching or worship. It is run by Christians and there is a prayer area. It is open to everyone; the leaders are hoping to build relationships.

Gordon Gill said that Christianity is why we run the activities – to help with wellbeing of the youth of Greater Didcot. There is a lot of isolation and loneliness amongst the children on Great Western Park as they have moved here during their childhood, and have not grown up with their peers. Also, there was a lot of on-line teaching over the last two years and no socialising.

Sarah and Gordon both said that the Youth Café is very popular, with queues to get in.

The Chair asked for prayer for the Trust and thanked Gordon and Sarah for their report and work.

## **B 2 Evangelism and Discipleship of Adults**

### **B 2.1a Home Groups**

Jean Barton, Home Group coordinator, reported that numbers dropped to 52 members following lockdown, but numbers are starting to come back up. She encouraged all at the meeting to join Home Groups.

#### **Home Group Leaders Meeting and Lent Course**

There was a very good Home Group Leaders meeting a couple of weeks ago. The leaders said that the groups are there to welcome and support other Christians, and to see what God is doing in people's lives.

They want to grow the groups, by individuals asking people to join, or through Alpha courses, information on the Benefice website and slides on the screens in the churches before services with contact details.

There will be a Lent course this year titled "Come and See". People who do not attend Home Groups will be encouraged to form new groups for 5 or 6 weeks, rather than make a 52-week commitment.

There are currently three evening and three daytime groups. Home groups also encourage people to talk to one another and get to know each other.

Discussion ensued and Jean Barton answered questions:

A PCC member said that he had recently joined a home group, he is being built up and it is a real blessing. He thanked Jean Barton and the leaders for their efforts. A page on the website with times and dates of meetings would be good.

Jean Barton said that she and Elaine Shrimpton are learning how to work together, they are beginning to work well. Elaine is a great help.

Jean Barton named the group leaders for each group. There are up to 14 people in each group. 10 to 12 people is probably enough for good discussions. It would be great to have new groups, a group could split and join with new people to make a new group. New groups could meet in the afternoon or evening.

A PCC member suggested that a map of venues and leaders could be put up in church. Jean Barton said that she would have to get each leader's permission to do so. The main concern is the groups already have too many people.

The Chair said that perhaps Allan Macarthur could advise how much data could be published.

### **B 2.1b Central Courses e.g. Bible, Lent Advent and Living in Love and Faith and B 2.1c Alpha and Christianity Explored**

Lent groups – see previous item.

### **B 2.2 Baptisms, Weddings and Funerals**

Paper B refers: Pastoral Care report.

The Chair said that these continue to take place, numbers fluctuate. A PCC member said that Pam Rolls is dealing with all these services, and many other services and tasks. We should bear in mind that Pam's workload is high and offer her our thanks and prayers.

Pam Rolls thanked the PCC member for their words. As mentioned on the Pastoral Care report, there have been 5 funerals, 1 wedding and 2 baptisms. There was one funeral in January and one this week, it is a busy ministry.

### **B 2.3 Responding to Financial Need**

#### **B 2.3.1 CAP Money Courses and B 2.3.2 CAP Centre**

Paper L refers: CAP volunteer coaches, courses provided and upcoming courses.

Sid Gale added that he has heard that the new CAP Money course will come out mid-year.

Liz Roberts had nothing further to add. No comments or questions.

### **B 2.3.3 Didcot Emergency Foodbank**

It was reported that demand is increasing.

### **B 2.4 Social and Community**

Yvonne Sanderson said that she had met with Deborah Evans and Vicky Johnston to discuss. The general feeling is that no one has time to run big events.

#### **Monthly Groups**

Vicky Johnston is going to reinstate the monthly ladies meeting. She will send a schedule to the ladies in church. She will also talk to Roger Mawle about starting a similar ministry to men.

Pam Rolls said that the Chilton women's group is still meeting on the second Tuesday of the month. They have talks and social activities. The group also welcomes men, and will change their name to recognise this.

#### **Sunday Lunch Sunday and Coronation Picnic**

Yvonne Sanderson said that they are planning two larger events – "Sunday Lunch Sunday" - invite someone to lunch on 12<sup>th</sup> March, and something for the Coronation as it is a major milestone.

The Sunday Lunch will be advertised in the email bulletin and on Facebook, to reach people in the community who do not attend church. She would value people asking to be a host or guest. They are hoping to match people up to bring people together to promote friendship and fellowship. Deborah Evans will coordinate.

For the Coronation, they are proposing that people bring a picnic after church on Sunday 7<sup>th</sup> May, aimed at all age and families, possibly some games may be organised.

Discussion ensued:

- A local band might play. Yvonne said that this would be good as it is intended to be a village event.
- Yvonne said that it is not a "bring and share" or barbeque so there is not much to prepare.
- Sunday 7<sup>th</sup> May is "Big Lunch Sunday", so other events may be organised locally, though there is nothing to stop us organising our event too.

Yvonne asked that people pass any thoughts or if they want to organise a game etc. to her, Vicky or Deborah. There were a couple of offers of help.

### **B 3 Pastoral Care**

#### **B 3.1 Update Including appointing a Pastoral Lead for Harwell**

Paper B refers: The paper conveyed thanks to all who carry out Pastoral Care, and covered recruitment of a new leader for Harwell, and a change in leadership of the Chilton team. Also, Home Communion, Baptisms Weddings and Funerals, Generation Gold, and the monthly Oasis and Community cafes in each church.

Pam Rolls highlighted the following from the report:

- She is still actively considering who can lead the Harwell team and expanding the team. She would welcome input from the new Rector.
- Audrey Slater has stepped down as leader of the Chilton team, though she will stay on the Chilton team. Pat Moseley has taken on the leadership. Pam is very grateful to them both.
- Generation Gold continues, last year's theme was "Birds from the Bible" and this year's theme will be "The Homes that Jesus Visited". The next meeting is on Monday 13<sup>th</sup> March at 2:30pm at All Saints'.
- To encourage people's personal faith, she and Jan are asking the Generation Gold members to do a short course, like Alpha but tailored appropriately. The course will be over 4 weeks on a Tuesday. It will be mentioned in the next send-out. They will see who responds and tailor the course accordingly. It will be exciting to get people to move forward in their faith.

The Chair thanked Pam Rolls and Jan Radford for their work on Pastoral Care and Generation Gold, and Pat Moseley for taking on the leadership of the Chilton team.

## **B 4 World Mission**

### **B 4.1 Allocate World Missions budget for coming year**

The budget for 2023 is due for discussion at the next meeting.

### **B 4.2 Update**

Yvonne Sanderson reported that the World Mission Group had discussed raising the profile of mission in the churches: a talk during the services, a World Mission Focus day, or bringing the mission links people to more services.

There has only been the same four people in the group for some time, they are struggling and get the feeling there is very little interest in this area.

Discussion ensued

- A PCC member was concerned to hear this, this is an important area of church life.
- There are days already that focus on Missions – last Sunday was World Leprosy Day. Yvonne Sanderson said that she was not aware of this particular one, but was aware of others such as Scripture Union Sunday. We have had Mission links visit us: Chris and Susie Wilson visited and will visit again.
- A talk in the services by visiting mission links would help.
- Pam Rolls said that Chris Stratton from the Leprosy Mission visited last year and was well received. There is more information on initiatives from this charity in the notice sheet.

### **B 4.3 St Matthew's PCC has c.£12k set aside for World Missions capital expenditure or project. Would the World Missions group like to propose how this might be used?**

Yvonne Sanderson reported that the World Mission Group has discussed this, she asked about the restrictions on the use of the funds.

Harwell PCC members said that the funds are for a one off or capital expenditure.

Yvonne Sanderson said that one of the mission partners had a building project that may be suitable.

## **B 5 Worship Services**

### **B 5.1 Review of New Service Pattern**

The Chair said that there was nothing to report or review about the new pattern. The Senior Leadership Team are not proposing to change it before the new Rector starts.

Jean Barton said that we should bear in mind that the preachers and leaders are made up of 6 ordained clergy, 2 lay readers, 2 authorised preachers and 2 others, making 12 in all. Of these, three are in their 80s. They all do a great job, but Eliza Wheaton, who looks after the schedule, is still finding it difficult to find people to take services. It is a challenge. She suggested that people think about how we run services.

The Chair agreed and said that it would be on the agenda for the new Rector.

### **B 5.2 St Matthew's and All Saints' Audio-Visual Upgrades**

Paper F refers: Audio Visual PCC proposal: That money should be set aside this year to bring our AV systems in both St Matthew's and All Saints up to a reasonable and reliable specification.

#### **Suggested Proposal**

AV is now a fundamental tool in our mission, and we would ask the individual PCCs to provide adequate priority and resourcing to ensure that it is high quality, easy to use and reliable. The aim should be to give a consistent and excellent experience to our congregations.

Allan Macarthur added that consistency was important for preachers and leaders so they can do the same thing at both churches. There are issues at both churches. The equipment at St. Matthew's was installed 10 years ago and needs some augmentation, particularly on the computing side.

Discussion ensued:

It would be good value to get two sets of equipment at the same time.

*A Chilton PCC member said that the AV equipment is holding up, there is a need for more operators. He has written detailed instructions. There is an issue with some of the microphones and visibility of the display is partly restricted by the pillars in one area.*

Allan MacArthur said that the computer side and presentation side are different – there are different issues with the presentation side in each church. Both churches should have the same computer but currently Harwell has an older, high-spec, PC and Chilton has a newer, low-spec, PC. Videos and other files must be formatted differently for each PC - the videos must be downgraded and sometimes don't play even then. This is extra work for the preachers, leaders, and others. Also, we are giving the church worse systems than we have at home and he is spending time mending old equipment.

*A Harwell PCC member asked if the system at St. Matthew's is being used less than originally specified 10 years ago? If so, is this due to the equipment?*

Allan MacArthur said that we are using the equipment as envisaged – every Sunday morning, and some local groups use it at other times including Gardening Club. There are simple instructions for this usage. There are some issues including obtaining another monitor screen for the preachers so they don't have to keep looking round at the big screen. We have learnt a lot over the last 10 years and can consider how to go forward.

*Are we looking to do what we currently do better rather than do new things?*

Allan MacArthur said that this is covered in the paper – we could do new things including streaming of services, and ease of use. He is planning to move away from Harwell soon, and he does a lot of background work on maintaining and setting up. For example, live-streaming funerals takes a lot of setting up, and more families are requesting this. It is very dependent on his availability.

Tony Hughes agreed that streaming services needs a very involved procedure. He added that the St. Matthew's AV system is used very much as originally intended. It is used both by the church and local organisations. Some additional facilities could be added. All systems should do what the users want, in our case leaders want to lead services. The AV systems work well but Allan's paper shows places where improvements can be made, and any problems should be addressed. Also, the system is 10 years old, and is quite complex with a lot of components and cables, some of which could start to show their age.

We only have two people who know the AV system well enough to maintain it and one other who is really only knowledgeable about the audio side. Allan is leaving Harwell soon, and Tony may need to stand down in the coming years. We need to find and train new people now to learn about the system and keep it running. This can be helped by making the system as simple as possible.

Pam Rolls mentioned some problems with the microphones at All Saints' and said that it would be good to review the whole system.

It was suggested that this matter could be passed to the Senior Leadership Team to decide on funding and take forward when we have a new Rector. Allan Macarthur said that this needs to be acted on faster than that, and the Individual PCCs should take this forward urgently.

The Chair proposed that the proposal in the paper is considered by the individual PCCs.

Straw Poll: Carried with one abstention.

<b>Resolution</b>	<b>That the Suggested Proposal in Paper F is approved.</b>				
<b>Proposed</b>	<b>Eliza Wheaton</b>	<b>Seconded</b>	<b>Gordon Gill</b>	<b>Passed by the JPCC</b>	<b>11 In Favour 0 Against 0 Abstentions</b>

## **C 1 Communications and Operations**

### **C 1.1 Update and Plans and C 1.2 General Data Protection Regulations**

Paper K refers: Communications and Operations report January 2023: Weekly and Other Services, Chilton Chronicle and Harwell News, Weekly News Bulletin, Occasional Offices, GDPR, Church Hall, and Other Activities and Personal Achievements.

The Chair said that that Deborah Evans undertakes an astonishingly long list of activities and tasks. She thanked her for all that she does.

**Agreed by all present.**

Deborah Evans said that she had nothing to add to the report.

*A Chilton PCC member asked if the church information is only going in the Harwell News and Chilton Chronicle every two months rather than monthly?*

Deborah Evans said that she and Allan MacArthur had discussed this: It would be better to send one article to both publications every two months when Harwell News is published, rather than write three different articles for the two publications. The Harwell News is published bimonthly and the Chilton Chronicle is published monthly.

Allan MacArthur said that there were increasingly large problems with distributing the paper Broadsheet across the benefice, especially in Harwell parish due to all the new housing now being built, to the extent that distribution of the Ridgeway Broadsheet to all homes every month was no longer possible.

It is also a good idea to have distribution of news consistent across the two parishes, a bimonthly article in the newsletters achieves this. Writing two monthly articles for the Chilton Chronicle and one for the Bimonthly Harwell News would be an inefficient use of time.

An article every two months is a step up from where we were over the last two years, when only a few editions of the broadsheet were distributed each year.

This does not need to stay as it is now forever. We could see how this works for the next year.

#### **Use of AV Screens Before Services**

Allan Macarthur said that we have discussed using the screens before the services to display rolling information. We could use these to display messages about the missions we support e.g. one per month with a video. Yvonne Sanderson said that she would like to do this if the preachers and leaders agree.

A Harwell PCC member said that videos don't always play and the leader is left to describe what was in the video. The Chair said that this also happens at All Saints'.

### **C 1.3 Data Protection Policy**

See Matters Arising.

## **C 2 Stewardship and Finances**

### **C 2.1 Update and Plans**

Stuart Gibson reported that the Stewardship group has not met recently.

### **C 2.2 Plans for raising money to cover the Administrator's salary**

Deborah Evans and Sarah Barrett left the meeting for the discussion of this item, which was taken last.

Tim Roberts said that the salaries are fully covered with the increase for this year, but we need to think longer term. The finance team have not yet had the opportunity to meet and move this discussion forward including an appeal.

Stuart Gibson said that last year's appeal in Chilton raised £320, and this year's raised £120 which does not go far. They are a long way from covering the funding.

Discussion ensued and Tim and Stuart summarised the position by saying that the funding of the Administrator's salary and rise is covered as a Benefice (with use of reserves). Harwell PCC can fund its contribution but Chilton PCC can't.

#### **Visibility of Contributions made on website.**

A Harwell PCC member asked if the church administrator could see the amounts donated for each category including for funding her own salary.

There was considerable discussion including:

- A couple of PCC members said that they would be very concerned if this was the case.
- Allan MacArthur said that there are some restrictions on what data the administrator (and others) can see, set up by Rev. Mobey.
- Only the Finance team – the PCC Treasurers and Book keeper – Stuart Gibson, Tim Roberts and Nick Clarke – should be able to see amounts donated and the contributors.
- Allan Macarthur said that the Church Administrator should be able to set up new appeals but not see the amounts donated.
- Stuart Gibson said that he and Tim Roberts need more training so they can see what data is available and set up permissions.
- Allan Macarthur said that the website support people can provide full support and training.
- Stuart Gibson said that currently all donations go to the Harwell PCC's bank, it needs changing to the Chilton PCC's bank.

The Chair asked if all present agreed that this is taken forward urgently.

**There was a general sense of agreement.**

<b>ACTION: Stuart Gibson, Tim Roberts and Nick Clarke to talk to the website support people.</b>
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### **C 2.3 Benefice Parish Share**

Tim Roberts reported that there is a new policy from the Deanery from 1<sup>st</sup> January onwards, every complete month of vacancy will give a 10% reduction in parish share. This will apply for as long as there is no Rector. This will help our financial position in the first half of the year.

Stuart Gibson said that he has received confirmation today, but not of the amount. He will check that the correct amount is debited.

## **C 3 Safeguarding**

### **C 3.1 Update and Plans**

Paper D refers: Safeguarding Report for Annual Meetings: New Parish Safeguarding Officer, Background, Recent Progress with Safeguarding procedures: Safeguarding Policy, Dashboard, DBS Checks, DBS Applications, Pastoral care and Safer Recruiting.

There were no questions or comments.

### **C 3.4 Social Media Policy**

Paper E refers: Social media policy.

#### **Named Person Responsible for Social Media**

Judy Gold said that the named person has not yet been chosen. It may be better to have more than one person in this role.

#### **Friends of St. Matthews Church Facebook page**

Liz Roberts, who administers the page, will provide a short description of the page to go in the policy.

### **Next Steps**

Judy Gold said that there is a little more work to be completed, then the policy needs to be approved and adopted.

The Chair asked all present to consider who could be the named person.

The meeting thanked Judy and Sue for their report and all their work.

## **C 4 Staffing and Leadership**

### **C 4.1 Update and Plans, C 4.2 Employment Committee and C 4.3 Staff Pay Review**

Paper I refers. The Committee has not met, but discussions have taken place as required.

Hazel Benton, Employment Committee Chair, said that she had nothing to add to the report.

There were no questions or comments.

## **C 5 Wider Church**

### **C 5.1 Deanery and Diocesan Synod**

Paper L refers: Summary of the November 2022 Diocesan Synod and points discussed. Points to be discussed at the next Deanery Synod on 6<sup>th</sup> February.

Gordon Gill reported:

#### **Archdeaconry**

As people may be aware, David Tyler will be the new Archdeacon. His current title is Acting Archdeacon and Archdeacon Designate. He will be licensed at a service in the beginning of March.

### **C 5.2 Great Western Park and Valley Park**

Gordon Gill reported that on behalf of the Deanery Standing Committee Revd Andy Lord (Area Dean) sent a report to the Diocese describing the need for mission enablers across Greater Didcot.

Looking at the parish share collections for the churches in Greater Didcot (Didcot All Saints, Ladygrove, St Peter's) there is not enough to support the employment of full-time ministers in either church. There is some doubt about GWP church in the future. Additional resources are needed to balance the budget.

The Diocese has a policy that the portioning parish share is the responsibility of the Deanery and for the Deanery to raise sufficient resources to minister in each community. We, the Deanery Standing Committee, have said that if mission and ministry across new housing in Greater Didcot is a priority for the Diocese, then the local churches should not be expected to pay for the cost of ministry. In response to the report, John Orridge, the Diocesan Finance Director, attended the recent Deanery Standing Committee and said that the Diocese agrees and they are looking at ways of providing additional financial support for ministry across Greater Didcot accepting the need for support in Valley Park which is in Harwell Parish with the Central Church of England funding it. If this is successful then the new Rector could have additional support for outreach in Valley Park and new housing and allow him to focus more on the pastoral care of the two villages.

*Does this mean a significant change from what was in the Parish Profile and what the new Rector will be expecting to do, which is less pastoral ministry in the villages and more urban ministry in GWP?*

Gordon Gill said that this was included in the parish profile. Realistically 5,000 new homes in the benefice would give a total of 20,000 people which is too much for one minister.

Allan Macarthur said that the parish profile stated that the area of ministry is the Benefice but they are expected to work collaboratively.

*How will the management structure work?*

Gordon Gill said that if a new post was created, the new Rector will be team rector with other people reporting to him/her, for example as Team vicar. This is the start of consideration of how the ministry across Valley Park could be structured, it will be a long journey. Otherwise, the workload for one minister will be immense.

It is important to consider how the ministry in Valley Park is resourced. It is unfair for the Diocese to expect the Deanery and parishes like ours to fund this ministry if it is needed. The Church of England has two new priority areas for which it is setting aside new funding from the Church Commissioners – to grow the church and youth work – e.g. the Youth Trust. John Orridge said the Diocese recognises that our parish is affected by the large growth in new housing. We should ask if we can use central Church of England money to grow our church rather than fund it ourselves. This is a long journey and the central funding may not happen but we have to start the conversation somewhere.

The Greater Didcot churches need to work together collaboratively, we are expecting more housing to be built than currently planned, for example, an additional 1,000 houses were added to GWP than originally proposed. Current proposals already suggest an additional 800 houses in North West Valley Park and there could be more between the new housing on Milton Heights ultimately connecting with the Grove Road housing.

## **C6 Any Other Business**

### **C 6.1 Thanks for Christmas Gifts to Clergy**

Peter Cox said that thanks have been received from: Jan Radford, Alex Reich and Eliza Wheaton. Pam Rolls also thanked the PCCs for her gift.

Pam Rolls thanked Judith Russell for chairing the meeting so well.

**Agreed by All Present.**

**The Chair closed the meeting with the Grace at 21:20.**

**Dates of next meetings:**

**Individual PCCs: 7<sup>th</sup> March 2023, All Saints' Chilton**

**Combined PCC: 4<sup>th</sup> April 2023 online**

**These minutes were approved at the CPCC meeting on: \_\_\_\_\_ Date**

\_\_\_\_\_

**CHAIR**

\_\_\_\_\_

**SECRETARY**