



ALL SAINTS

PARISH OF ALL SAINTS CHURCH, HIGH WYCOMBE Minutes of the Parochial Church Council meeting at 19:30 on Wednesday 20th July 2022, in Church*

Present – Revd Jackie Lock (JLk), Revd Gareth Morley (GM), Derek Lancaster LLM (DL), Robyn Connelly (RC) (Children’s Minister), Lis Burns (LB) (Churchwarden and Chair), Jenny Cartledge (JC) (Churchwarden), Edgar Samuel (Deputy Honorary Churchwarden) (ES), David Knights (DK) (DS Rep), John Lord (Treasurer) (JLd), Sheila Doig (SD), Barry Titchen (DS Rep)(BT), Mark Johnson (MJ), Jean Johnson (JJ), Lauren Harvey (LH), Barbara Bowman (BB), Lynda Titchen Moorcroft (LM), Ray Levy (DS Rep) (RL), Philip Hynard (Secretary) (PH)

*John Lord attended the meeting via Zoom.

1. **Welcome from Chairperson.**

LB welcomed everyone.

Evening Prayers were led by JLk.

2. **Apologies/Did not attend**

Dawn Segrue (DS), Thistle Martin (TM)

3. **Vacancy**

LB opened the matter of the Vacancy by quoting a passage from ‘The PCC Member's Essential Guide’ by Mark Tanner reminding members of the PCC of the critical role they fulfil collectively and individually and highlighted the particular importance of this as the church entered the Vacancy

DL presented for discussion a series of slides on the proposed approach to recruiting a new Team Rector This included consideration of the scope, indicative timeline and breadth of the consultation exercise that will be necessary to develop a Parish Profile. The Parish Profile would be central to the recruitment process.

This gave rise to the following questions, observations and comments:

- The consultation should also include the Church of England School.
- Revd Hugh Ellis’ official leaving date is 30th September 2022 and the official advertising / recruitment campaign cannot commence until after this date.
- The possibility of a ‘gap’ emerging between what the PCC requires in the successful candidate and what is ‘attractive’ needs to be resolved and this will emerge from the consultation that needs to be undertaken and the way it is documented in the ‘Parish Profile’, all of which will need to be worked on over the summer and early autumn.
- Liaison will be required with the other churches within the Benefice and, to this end, the Churchwardens and incumbents should prepare a meeting with the Benefice Council in October.
- A meeting is planned (date to be confirmed) with Revd David Bull and Gill Lovell, the Parish Development Advisor (Buckingham)
- Additional PCC meetings will be required to share information and keep the PCC up to date with the emerging issues. PH was asked to identify a possible date for this in October
- It was observed that in certain similar situations vicarages may be let on the open market during a vacancy. However, it was noted that as the High Wycombe vicarage has been occupied for around ten years, there would be a considerable amount of maintenance and refurbishment work to be done and therefore this may not happen in this instance
- It was suggested that, in keeping with CoFE policy, the refurbishment work may include the introduction of solar panels
- There will be a need for the PCC to act as ‘caretaker’ for the vicarage when it is not occupied and this may include responsibility for cutting the grass and maintaining the exterior.

- In response to a question about the typical length of a Vacancy it was suggested that six to nine months from the official departure date would be considered normal.
- It was noted that GM's curacy will end in June 2023 and JLK's licence as Associate Priest currently expires in early December 2023, so there is a heightened urgency of finding a suitable replacement. The Diocese is aware of this.
- There was recognition a balance needed to be struck between the role of Team Rector and that of Parish Priest of All Saints.
- In response to a question of whether Team Rector is more or less appealing than that of a Parish Priest, it was acknowledged it is slightly dependent upon the opportunity for personal and religious growth a candidate might perceive, although it was recognised some of the previous incumbents had gone on to take more senior roles, such as Dean of Sheffield and Archdeacon of Newark, which would be considered as attractive.
- The PCC must individually and collectively take a role of listening to the views, both positive and negative, of the congregation, including children and young people, civic leaders, community organisations and other users of the church and feed such comments back to the Churchwardens.
- The Sound Space and Light project should not be forgotten, and may be seen as a great opportunity and have strong appeal for a new incumbent.
- Consideration would be given to the best methods of gathering and collating feedback.
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The approach proposed by DL was supported unanimously.

The PCC were reminded the Churchwardens continue to have legal responsibility for the church during the period of the Vacancy

It was confirmed the slides presented by DL would be circulated to the PCC for further consideration.

PH

4. Deanery Synod Report

BT referred to a report, published in advance of the meeting, which set out the agenda for a meeting of the Deanery Synod that was to take place on 19th July 2022 at St Andrews Church Hatters Lane. BT went to report the outcome of this meeting, attended by BT, RL, GM and DK. The following points were highlighted:

- The need to appoint a new Associate Area Dean in view of Revd Hugh Ellis' departure.
- A video from the 2022 Oxford Diocesan Clergy Conference (8th June 2022) was shown on a presentation by The Rt Revd Dr Graham Tomlin on the subject of 'Church in a Post Covid World'. This can be viewed follows. <https://www.youtube.com/watch?v=YSO-DGYIU2w>
- Graham Slocombe's term of office is due to end in October 2022 (TBC), which will be replaced by two roles:
 - Lay Chair, dealing with strategic issues;
 - Associate Chair, which will be a paid operational role.
- The availability of the Deanery Mission fund to provide small sums to support parish initiatives.
- Next meeting will take place at the Church of Christ the Servant King Booker, at 19:30 on 19th October 2022, commencing with Annual Eucharist.
- In response to a question BT reported the new role of Associate Chair will be paid for from Deanery funds.

5. Diocesan Synod Report

DK referred to a report, published in advance of the meeting, summarising matters discussed at a meeting of the Oxford Diocesan Synod, which had taken place at St James Church, Gerrards Cross on 11th June 2022. He highlighted the following points from the report:

- Key themes included in Bishop Stephen's address were the urgent need for our collective Stewardship of the Earth and, in particular, the initiatives being promoted by the Diocesan Eco Taskforce resulting in changes to Baptismal pledges
- Work required to meet Net Zero targets for vicarages (£10m allocated although thought likely to demand up to a further £30m) which is likely to result in some divestments
- Achieving proposed changes to the method of calculating the Parish Share, including reductions during a period of Vacancy.
- Proposal to bring SSM/LLM fees in line with those paid to retired clergy.
- Annual review of Safeguarding

6. Minutes of PCC meeting 18th May 2022:

Approved, subject to some minor amendments and then signed by LB

7. Matters arising from the minutes (not covered elsewhere in the agenda)

- ES is awaiting a response from Paul Meek as to his interest and willingness to take up the environmental liaison role ES
- Now exams are complete RC will approach younger members of the congregation to gauge their interest in participating in the environmental initiative. RC
- BT confirmed the Deanery Synod minutes has been uploaded to the ASHW OneDrive (Details to be confirmed).
- BT will follow up with Hazel in connection with her expression of interest on providing technical support for services. BT
- DK is discerning whether or not to follow up on the delivery of a 5-session group to explore LLF with the wider congregation at ASHW. DK

8. Team Reports:

8.1 Worship & Liturgy

DL Reported on the following

- One application had been received for the post of Director of Music and, following interviews and discussions, it has been determined the person was unsuitable. The position will be re-advertised, most likely in September
- In the meantime, Philip Wayne and Oliver Roberts will continue to support the church, at least until Christmas 2022. Oliver's rate of pay will be increased.
- After 21st July Livestream will be discontinued from Thursday services, due to very low viewing figures and to allow people to participate more fully in the service
- The inclusion of subtitles on the video feed will also be discontinued for Sunday services during August. Consideration would be given as to how YouTube could be deployed in the future as an alternative
- It is expected the Led by the Spirit services would require greater team involvement; there are discussions with St Andrews as it is a resource church.
- The Led by the Spirit Services are planned for 18th September and 20th November
- It is anticipated guest preachers will support Jlk, GM and DL, on occasions throughout the Vacancy

8.2 Mission & Evangelism

GM referred to a report, published in advance of this meeting, and then made the following additional comments and observations

- The work on the churchyard was progressing and two Faculties have been applied for
 - Repairs to the wrought iron gates leading on to Church Square. It was hoped the work would start in August, although it may have to be delayed,

- The Churchyard Project as a whole This was intended to formally make the DAC aware of the outline proposals and engender discussions on the extensive works proposed However, it was already understood the Archdeacon was thoroughly supportive.
- Applications were also in train for both
 - A Public Spaces Protection Order 'PSPO', which would have a term of three years before re-application. This would aid the restriction of anti-social activities taking place in the churchyard It was expected that an application would require consultation period of two to three months
 - Closure of the public right of way extending from Church Street to the south porch. This would be in line with the concept design that would ultimately allow the east end of the churchyard to be enclosed The application was expected to take considerably longer.
- GM reported around £38,350 00 of funding is in place for the Churchyard Project and other funds could be available from other bodies including the Community Board, Town Centre Committee, Police and other organisation linked to the prevention of anti-social behaviour.
- In response to a question asking for the reasoning behind the closure of the east of the churchyard, GM highlighted the extent of criminal and anti-social behaviour that currently occurred in the churchyard (five serious incidents in recent weeks), part of which was believed to be due to the absence of lighting, CCTV coverage, the lack of buildings that overlooking the area and the amount of tree cover rendering a large portion of the space being hidden from view
- Some concern was expressed that the closure of the east end of the churchyard may simply cause the problem to be moved to another area of the town

In order for the outline proposals to be developed further it was explained it would be necessary to seek additional funding GM explained one possible source of funding would be the Deanery Mission Fund and proposed a resolution to the PCC to make an application for up to £1,500 00 for this work

GM also confirmed the Archdeacon was fully supportive of the outline proposals

The proposal was seconded by BT and received the unanimous support from all those present. GM was then given leave to complete and submit the application on behalf of the PCC.

GM reported the grant application would not prevent ASHW applying for a grant to the Deanery Mission fund in the future for work associated with the south porch. GM

8.3 Pastoral Matters

- Jlk advised there were no significant issues to report.
- It was noted Jlk and DS had started to develop a Pastoral Team pre-covid, with the necessary training and safeguarding measures being put in place This initiative would now be re-started and asked for volunteers to assist them. All
- Jlk also asked if anyone was aware of anybody who may need pastoral care to let her know IN CONFIDENCE All
- RL questioned why reading of personal prayers at the Thursday morning service had been discontinued, it was explained this was due to privacy issues as the service was livestreamed However personal prayers could be started again in August when the livestream was discontinued

8.4 Children, Youth & Families

RC referred to the Children, Youth & Families report, published in advance of the meeting, and made the following observations

- The Community Day was highly successful and resulted considerable interest in Small Saints, with a new family already having attended a session
- Small Saints will restart in September on term time Fridays, as it had pre-pandemic
- A reminder was given Lighthouse would take place week commencing 25th July All

8.5 Stewardship & Finance:

JLd referred to the Stewardship & Finance PCC Update and minutes of the recent Stewardship and Finance meeting and then made the following observations

- There was a need for more funding for Lighthouse, the details of which are in News.
- There was a shortfall in regular giving and, as there was no realistic prospect of reducing costs beyond the current levels, the church needed to find a means of resolving this by increasing income.
- A process had been initiated to withdraw funds for the purchase of the new property which is expected to be completed by late September
- Goodbox, the church collections App, was understood to be 'In Administration' There had been no affect on the service provided and it was understood the situation was not related to the condition of the company's finances.
- There followed further discussion on other related topics
 - GM observed All Saints in Marlow had a successful Friends Group that provided funds targeted more towards the preservation of the building rather than specifically relating to mission and worship He suggested this was something ASHW could introduce.
 - LB noted ASHW had previously had such a group in the past, which had been wound-up, and stated that if such a group were to be re-established it would require a very 'tight' constitution.
 - GM agreed to contact Marlow to obtain further details.
 - DS and BB were in the early stages of arranging a suitable social fundraising event
 - PH was asked to contact TM to find suitable dates for this and other fundraising events
 - In response to a suggestion of having the Church open more frequently it was noted there would be a need for reconsidering the team roles to support this
 - JJ suggested a suggestion box was placed in the church to gather ideas for fundraising initiatives.

GM
DS/BB
PH

8.6 Buildings & Fabric

There were no questions on the report been circulated in advance of the meeting, but JC made the following additional remarks

- The staircase at the top of the tower had partially collapsed. Robert Newton had been on the staircase at the time but fortunately has not sustained any serious injuries. Plans were in hand for repair work to be undertaken
- The repair work to the staircase would likely delay the survey work scheduled to take place in August
- In response to some further questions, it was confirmed
 - The South Door could only be used as an emergency exit and not for other purposes.
 - The peregrine chicks fledged in June
 - Consideration could be given to improved signage in the south porch, as the original signage has been vandalised. Both BT offered to assist with the new signage and LH offered to assist if it was decided murals could be applied to porch's temporary doors.
 - Advice had been received that placing planters around the church, particularly in the south porch, should be avoided as they could be used as offensive weapons

8.7 Communications

There were no questions on the report circulated in advance of the meeting but LB made the following additional remarks

- There is a need for 'staged' photographs for use on the website and in the Parish Profile which are being sourced
- Suggestions for additional inexpensive notice boards were welcomed, particularly for collecting thoughts and views during the forthcoming consultations.

- It was confirmed the screen has now been re-positioned, but work to ensure that it is fully operational is ongoing and the content is in need of being updated.
- It was reported GM was intending to work with Steve Linger and TM to review the literature that is available for visitors and others and see if it needed to be refreshed

9. Churchwardens' Report

There was nothing additional to report beyond matters that had been covered elsewhere in the agenda and no questions were raised.

10. Oakley Hall Report

LB referred to the reports on Oakley Hall which had been published in advance of the meeting, however, some questions and observations were raised at the meeting

- It was reported the reason several ceiling tiles were missing was due to preparation and survey work associated with the forthcoming asbestos removal.
- A plan was being developed to refurbish the toilets

11. Safeguarding

JLk confirmed the Safeguarding Team continue to meet every four to six weeks.

JLk went on to report the outcome of an investigation that had taken place into an incident which had occurred when a man had apparently taken photographs of a child in the church. From this investigation it had been ascertained the man was a grandfather taking photographs of his grandchild and, as such, posed no risk as no other children had been photographed on purpose or accidentally. However, vigilance on matters of this nature would continue to be maintained

All PCC members were asked to ensure their safeguarding training was up to date and, if not, to refresh it before the next PCC meeting

JLk was asked to circulate the link to the Safeguarding Training required by new PCC members.

JLk

The Annual Safeguarding review was scheduled to take place on 9th August and the outcome would be reported at the next PCC meeting

In response to a question, it was confirmed only clergy and other members of the Leadership Team were required to undergo DBS checks, however, the requirements for other members of the PCC to undergo DBS checks would be verified with Jo Norman.

LB

12. Community Matters

- LB and JC reported on the All Saints' Community Day and thanked those members of the PCC who had been present and contributed towards it
- Whilst it had been enjoyable and had attracted a number of visitors, it was felt there were valuable 'lessons learned' for similar events in the future
 - It may be beneficial for it to take place slightly earlier in the summer and so more outdoor activities would be visible in the churchyard.
 - One consideration that might be worthy of consideration in the future would be to link it to the time the Peregrines fledge and thus attract birdwatching clubs
 - More help from volunteers would be beneficial.
 - It was not known how many people attended, which gave rise to a suggestion of having an electronic counter (cost approximately £110 00 which would not require a Faculty, as they are demountable) to monitor church 'foot fall' for events of this nature and for gauging general usage

BT proposed a vote of thanks to LB and JC for organising the event, which was unanimously supported.

13. AOUB

- LB and JC reminded the PCC a 'Church Clean-up' was planned for the morning of the 20th August to which all volunteers would be welcome. Lunch would be provided.
- GM and Jlk were in the process of forming of a prayer group that will meet regularly during the Vacancy; dates and times will be published and members of the PCC might wish to attend.
- In response to a question, it was confirmed the President is responsible for recording the number of people attending services and such records were up to date.
- It was suggested the number of people visiting the church when it is open, other than for services, should be recorded by the Welcomers and passed to Steve Linger.
- RL offered his apologies for the PCC Meeting scheduled for the 21st September 2022.

14. Meeting Ends

Jlk closed the meeting with prayers and the Grace.

The meeting ended at approximately **21.33**

Future meeting dates:

- SLT Strategy - Wednesday 14th September 2022
- PCC - Wednesday 21st September 2022
- **Additional PCC Meeting – Wednesday 5th October 2022 (TO BE CONFIRMED)**
- SLT Standing Committee - Wednesday 9th November 2022
- PCC - Wednesday 23rd November 2022

All commencing at 19:30, in church unless stated otherwise.


ELISABETH BUENS
21/09/22