

**Minutes of a Meeting of the Combined PCCs  
of St Matthew's Harwell with All Saints' Chilton  
held on Tuesday 7 June 2016 at 7.30 pm in All Saints' Chilton**

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**Present**

**(J) Denotes Joint PCC member. There were thus 9 voting members plus the Rector at this meeting - all resolutions refer to Joint PCC votes**

Jean Barton	James Hellem	Alex Reich
Helen Brook* ***	Tony Hughes (J)	Pam Rolls**
Hazel Connelly	Andrew Keene	Sylvie Thompson
Peter Cox (Secretary)	Hazel King	Michelle Walker
Sid Gale	Carina Lobley	Christina Wood (J)
Martin Gibson	Liz Morris (J)	Jane Woolley (J)
Mel Gibson (J)	Carol Pigott (J)*	The Rector (J, Chair)
Naomi Gibson (J)	John Pigott *	
Steven Hale	Jan Radford (J)**	

By Invitation: Vicky Johnston, Church Administrator, and Peter Shields, Children and Families Worker (CFW).

\* Present from item B0 onwards

\*\* Present until part way through item B 5.1.

\*\*\* Present until part way through item C 4.

**A Preliminaries**

**A1 Opening & Prayer**

The Rector thanked All Saints' PCC and Naomi Gibson for hosting the meeting.

The Rector read Acts Chapter 6 v 1 to 6.

The leaders in the early church faced a crisis. There were tensions and teething problems and a need to set priorities in a growing church. They recognised a particular issue and decided to do something. They had a clear sense of their priorities and were committed to care for two groups of widows. They proposed a delegation of trust and passed on the responsibilities. Stephen later became a preacher and martyr. Their priority was that the Word of God was preached and not hindered. They implemented the solution as described in the passage and their work flourished. The passage is for our reflection, we are a group of leaders, our setting is an increasing population and we are praying our church will increase too. There are a number of matters [to discuss] related to this. We are leaders and need to make wise decisions to go forward.

The Rector then led the meeting in prayer

**A2 Apologies for absence**

Apologies were received from: Peter Barclay-Watt, Lizi Bowerman, Juan Bowerman, Phil Corbishley, Stuart Gibson, Gordon Gill, Heather House and Frances Taylor.

**A3 Minutes of the February 2016 meeting**

There were no corrections. The minutes of the CPCC meeting in February 2016 were signed as a correct record.

## A4 Actions / Matters arising

Paper B refers - Actions/matters arising from February 2016 meeting (and status where known)

The paper was read by the Secretary and is reproduced here. There were updates and decisions on some items as indicated below:

### Carried forward from earlier meetings and or modified at the February 2016 Meeting:

#### Item 4e: DBS Checks for Children's Group Leaders and Safeguarding of Vulnerable Adults

**ACTION:** Once found (in office) the list will be logged in a secure database and forwarded to Safeguarding Officer.

**STATUS:** Member database has been modified to record expiry dates for DBS checks and all relevant records have now been updated by Vicky Johnston. **Complete**

#### Item B4 World Mission

**ACTION:** Clarification sought on relationship between the World Mission Group and Mission Prayer Group

**STATUS:** The WMG under Helen Brook's leadership been in existence for about 18 months and the Mission Prayer Group has not met for approximately a year. The Rector proposes that the situation has moved on from the time of the original query being raised to the extent that it is not necessary to post a public item about this.

**No objections from the June 2016 Meeting. Complete.**

#### C 3.2 Safeguarding Good Practice Guides / Safeguarding of Vulnerable Adults

**ACTION:** Safeguarding Process Flowchart to be produced,

**STATUS:** Originally planned by previous Safeguarding Officer, Avril Butler, but not completed. It is not clear whether the present Safeguarding Office plans to do anything similar. **Complete**

**UPDATE JUNE 2016 MEETING:** The Rector added that this should be left to the new Safeguarding Officer Heather House to consider.

#### C6 Governance and Reducing the Burden of PCC Meetings

**ACTION:** Joint Budget proposal

**STATUS:** In abeyance

**No objections from the June 2016 Meeting. Complete.**

**ACTION:** Specific responsibilities of Church Post-Holders to be worked on. The Rector is working on this.

**STATUS:** Ongoing

### From February 2016 Meeting:

#### B2.3 Alpha Course

**ACTION:** Rector to schedule an Alpha Course

**STATUS:** Course scheduled. **Complete**

#### B 2.4.4 Didcot Emergency Food Bank

**ACTION:** Mel Gibson to ask Food Bank if extra Sunday collections in Church can be co-ordinated with times of low donations.

**UPDATE JUNE 2016 MEETING:** Mel Gibson updated the meeting by saying that he took stock to the Food Bank three weeks ago, they stated that it is short of stock in June, July, August and the first half of September, then donations from the Schools and Church start arriving. Those are the four months that something can be done. They rely on supermarkets to bring food in; there are not many donations from the churches and general public. We could try a special day to promote donations in July before the holidays.

The Rector said that we might dovetail this with an appropriate theme for a service.

**STATUS: Complete.**

#### B 5.1 Possible Change to Services at All Saints' and Proposal for a "Fresh Expression" Service

**ACTION:** Rector to arrange Service. **SEE SEPARATE AGENDA ITEMS B1 and B 5.1.**

### C 1.1 (Communications and Operations) Progress Report

**ACTION:** Tony Hughes to enquire if someone in congregation is able to give advice on replacement photocopier

**STATUS:** Tony Hughes has talked to the person concerned, not his field. **Complete**

**ACTION:** Rector to get permissions for photographs of PCC members on website from PCC members

**STATUS:** Completed by Church Administrator. **Complete**

**ACTION:** Rector to investigate reducing speed that photographs move across the screen on the website.

**STATUS: Complete**

**ACTION:** Tony Hughes to investigate ordering a strip for the external notice boards including Vicky Johnston's name.

**STATUS: Complete**

The Rector thanked all involved for their work.

### C 2.2 (Stewardship and Finances) CFW Fundraising

**ACTION:** Rector to define membership of the Stewardship Committee.

**STATUS:** The Rector proposes that the Stewardship Committee is comprised of the members of the individual PCC Finance Committees, with the option of co-opting additional members as required

The Rector proposed that the interim membership of the Stewardship Committee is defined as above.

**No objections from the June 2016 meeting.**

<p><b>RESOLUTION:</b> The Stewardship Committee is comprised of the members of the individual PCC Finance Committees, with the option of co-opting additional members as required</p>
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<p><b>PROPOSED: RECTOR</b></p>
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<p><b>CARRIED UNANIMOUSLY</b></p>
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The Rector said that he would produce terms of reference for the next meeting.

<p><b>ACTION:</b> Rector to produce terms of reference for the next meeting.</p>
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There were no further Matters Arising.

## B Mission Strands

### B 0 Review of PCC Away Day

Paper J refers: PCC Away Day 2016 Summary.

The Rector summarised the discussions that took place: The day started with the PCC members sharing their reasons for joining St. Matthews' or All Saints' church and the activities they found useful for deepening faith and community. Those present then focussed on the changes required when moving from a smaller congregation of less than 300 people to a larger congregation of over 300 people.

The Rector read out his key points for further consideration:

- (1) A firm commitment to growth (wider, deeper and closer), including strategic prioritisation and resourcing (in human, financial and material terms).
- (2) Seeking God's guidance and uniting around the areas that we feel God leading us to, especially activities and approaches that increase the movement from 'crowd' to 'congregation', and from 'congregation' to 'committed'.
- (3) Our churches being prepared to face the cost of change, including accepting different expectations around community, leadership, decision-making, and facilities.
- (4) Bolstering the relationships in church, including through the promotion and development of small groups, and intentional welcome and integration of newcomers.

- (5) Nurturing a culture of and facilitating high levels of volunteer service.
- (6) Personal invitation and encouragement.
- (7) Ensuring that our worship services are effective in growing God's Church.

The Rector said that these are ongoing commitments we can return to on another occasion. Discussion ensued:

- These had originally been called points to consider but they are now being talked of as though agreement had been made. The Rector said that this is an opportunity for opinions to be aired.
- It would be useful to have a meeting to focus on this when there is less on the agenda.
- The Rector said that these are all quite high level 'headline' matters. There has been agreement on similar points and these are also obvious Christian principles and are not particularly controversial.
- The points made by Rick Warren in the article which formed the theme for the Away Day concern a single church moving from a congregation of less than 300 people to over 300 people. In our Benefice there are two churches each a different entity with near 300 people spread across them. What happens in one church may not in the other. God's guidance and relationship is different with each church though both may need to change and face any resulting cost. This may impact on concerns and next steps

The Rector asked if all present agreed to at least some extent that these points were important as headline issues.

**There was general agreement to this.**

The Rector said that how this is worked out across the two churches is more challenging.

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

Paper C refers: An update on the previous quarter and developments pending for the next quarter.

The Children and Families Worker (CFW) distributed copies of the paper and apologised that it was not available before the meeting. He highlighted the key points:

### **Update from Previous Quarter**

#### **Sunday Provision**

**All Saints'** now has a separate Sunday Morning provision called "Pebbles" for children in Key Stage 1 and foundation stage. A team run and administer it.

**St Matthew's** had large Family services held on Christingle, Mothering Sunday, with high attendance.

**Kid's Church at St Matthew's**, and **Pebbles at all Saints'** are now following the Lectionary.

#### **Fledgelings**

This is good and healthy. A group of mums provide crafts, activities and refreshments at Harwell. There are socials, parenting course, and fundraising for outdoor play. A baptism follow on course could help grow and integrate the children and parents into the church.

#### **Youth Fellowship**

Numbers are healthy, some YF members will go to Soul Survivor soon and there will be other trips. They are having "Hot Topics" debates.

#### **Schools**

There were Lent and Easter assemblies. Some artwork from the schools was used in the Easter Story Trails across each parish and more people took part in this, 25 different households.

#### **Holiday Club**

Preparation is ramping up.

#### **Fresh Expressions Service "Easter Fiesta"**

The CFW was pleased with the outcome – 60 people attended this event held in the Chilton Community room. A similar event will be held around Father's Day, possibly in Chilton School as its size and location is more suitable.

### **Other Admin and Miscellaneous**

The CFW has sorted out the upstairs room at All Saints' and the storage at the Church Hall. The Office is in hand.

### **Plans for the Next Quarter**

#### **Fresh Expressions**

See item B 5.1.

#### **Prayer Spaces**

As stated at the last meeting Chilton School has decided to go ahead with this, which is great to see, it covers a key part of the curriculum.

#### **Holiday Club**

There will be a "Pre Holiday Club" service, and the holiday club itself. It is all a big undertaking, and the CFW thanked all who are helping.

#### **Soul Survivor**

This is a big Christian youth festival held in Shepton Mallett, 20,000 young people of all ages will attend.

#### **Record Keeping**

The CFW has recruited a couple of competent people to do this- his wife and Julia Wohlgemuth

#### **Fledgelings**

Harwell parents are fundraising for outdoor play equipment which is great. A few attended the Easter Fiesta and family services and we are starting to develop a relationship with them.

#### **Science and Faith Intern / Ministry Apprentice**

This will possibly involve Children and Schools work. (See items B 2.4 and C4).

Discussion ensued and the CFW answered questions:

- There was discussion (in response to some feedback) on the reporting of the numbers and details of the Children's work in the weekly Service Sheet. Much of the Service Sheet is taken up with it. The Rector said that the Children's work is important because amongst other reasons it is a large financial commitment and it is encouraging to see we are getting so much back. The CFW said that Communications is not yet completely sorted out, reports are being published in the notice sheets but the notice board and other aspects are still to be completed. Children and Families Work is a Benefice activity so the issues around a larger congregation of over 300 people apply - the methods used to communicate to smaller congregations are not effective.
- There was a question about some family services being missing from the schedule at All Saints'. The Rector said that this is an important issue and would also be considered alongside plans for the Fresh Expressions service (See item B 5.1); it is not currently every 1<sup>st</sup> Sunday. The CFW said that there have been Children's services for special Sundays such as Christingle and Mothering Sunday. It was stated that historically children did not like the All Age Worship services. The CFW said that there is anecdotal evidence that Family services are the least well attended services.

The Rector thanked the CFW for all his work, and his wife and family for their contributions. It is an ongoing commitment.

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

### **B 2.1 Home Groups**

Paper H refers - progress including the Lent Study, background support of group members, upcoming recommended study on 1 Corinthians and a recruitment initiative.

The Home Groups Co-ordinator Jean Barton reported:

- Five to seven more people joined Home Groups for the Lent study.
- A new group has started on Tuesday Mornings.
- There have been a couple more people enquiring about joining groups.

The Rector thanked Jean Barton for her work, it is encouraging.

## B 2.2 Marriage Course

Jean Barton and the Rector reported:

The Rector and Jean Barton will consider demand for future courses. There have been a few more enquiries so there could be a course in the autumn. There are two formats for running the course – a single long day, more appropriate for couples who live a long distance from the Benefice, or three weekday evenings, more appropriate for those who live locally.

Jean Barton said that she has no access to the Marriage enquiry numbers. The Rector said that he would investigate this.

<b>ACTION:</b> Rector to investigate why Jean Barton is not able to access the Marriage enquiry database
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## B 2.3 Alpha Course

Paper K refers: A course is currently in progress at the Harwell Village Club (RBL) using the new Alpha material.

The Rector reported:

The current course was due to have finished by now but the material had not been completed so they are continuing to meet until the end of term. The new material is very good. He asked for prayer for the course and participants.

## B 2.4 Science and Faith

Paper I refers:

The Science and Faith group has successfully applied for a grant covering £5,000 of funding for activities over a year from September. It consists of two streams of activity:

- 1) 9 monthly sessions of a family science club with activities for younger and older children
- 2) A series of 9 adult discussion forums spread over three terms. There will be one lecture or “Speaker Event” each term for adults each with two follow up discussion forums. This will be an extension of the current Science and Faith discussion group. Each term will have a theme, for example the theme for a term could be Creation and the talk could be on perceived conflict between science and faith. The family science sessions could be on rainbows and Noah’s ark. The adult discussion forums would also have material from the speaker event.

Harwell Church has agreed an additional £3000 of funding, bringing the total to £7830, including funding for an apprentice / intern working 7 hours per week to manage the project.

The Rector thanked Carina Lobley for her work in composing the plan and drafting the application. She and James Hellem run the Science and Faith discussion group in the Benefice. It started in September 2015 using the “Test of Faith” video material. Subjects covered so far include Cosmology, Human Identity and Cloning, and whether Science and Faith complement or compete with each other. About 12-15 people attend - a mix of regular church attendees and those more on the fringe of church life.

Discussion ensued and Carina Lobley and the Rector answered questions including

- Is there someone in mind for the internship – there is a lot of up front work required which should be started now to get the material together for the September start. Carina Lobley said that the initial proposal is for an intern at 7 hours per week for 52 weeks or possibly the Rector will add more to it (see item C4). They will cost venues and research speakers for the three lectures. The Family Science Club will be on hold until September to commence with the lectures. The Rector said that the theme of the lecture (and who gives it) will determine the theme for that term.

Carina Lobley said that Harwell Campus would be a good venue for the people who work there as there is a lecture theatre there and a 7pm lecture with supper would mean people would not need to go home to eat. It would be advantageous for both churches and Didcot. The Rector has contacts in Oxford and the area is covered by the Churn Benefice Science Minister. We have been asked to film the three lectures as the grant is given on the basis that there will be a legacy.

- The Rector said that other volunteers would be useful though the initial idea is from the Science and Faith group. We will come back to the intern and their other work later (item C4). The initial role is to arrange the Family Science sessions and talks but there is also an opportunity in a number of different ways for the intern to help with Fresh Expressions, schools etc. and for the Science and Faith sessions to be part of the Fresh Expressions.
- The Rector said that the (unbudgeted) £3000 from St Matthew's was agreed by Peter Barclay-Watt (Treasurer); it is an underwriting commitment and a commitment to fundraising. The grant application was more likely to be successful if it contained some degree of "match funding". It can be 'in kind' or financial.
- Carina Lobley said that they have passed details to Lucy Moore (who developed the Messy Church concept) about this as they are hoping to start a Messy Science session too and want to avoid duplicating effort.
- Carina Lobley said that the application budget contained funding for a light meal for the Speaker events and Family Science Club events. They have budgeted for meals for 20 people attending each lecture.
- It was stated that we could get more, possibly 40 to 60. We also need enough materials so that all can be involved in the hands on science.

The Rector thanked Carina Lobley for her extensive work on this and the others who assisted.

## **B 2.5 Responding to Poverty**

### **B 2.5.1 Christians Against Poverty (CAP) Money Courses**

Paper C refers: CAP Course review – Two further courses have been run and another will start soon. The team are hoping to run a children's course in the village schools. There has been no uptake from those who expressed an interest in having a Course run in Didcot despite many enquiries.

Discussion ensued:

Naomi Gibson added that 3 people have enrolled on the next course: one each from Harwell and Didcot and one referred from CAP. She thanked Vicky Johnston for helping. They have not heard back from the schools yet but there will be a course in Youth Fellowship. There was disappointment that there was no take up from Didcot churches who had originally enquired.

The Rector said that the ethos of the CAP organisation is to release people from poverty both financial and spiritual, and they always offer to pray for the clients. This is not pushed, but the idea is to build a relationship between the clients and church with a view to see some come to faith. This overt evangelistic focus does not sit comfortably with some churches.

Pam Rolls said that Chilton School had agreed to put up posters and it is in the school newsletter.

The Rector continued that the CAP courses are endorsed by Martin Lewis who runs the "Money Saving Expert" web site. Like Alpha in prisons it is a Christian ministry that is the most effective intervention for turning lives around. There was discussion of the reasons for the lack of enquiries

It was asked if it was still worth trying to promote the courses in a targeted way to particular churches or possibly other churches not in Churches together in Didcot (CTID) such as village churches. The Rector agreed.

Carol Pigott said that one attendee asked if the course could be run at their workplace. The Christian aspect is not "in your face" and is acceptable to secular people. Only one person turned up for the latest course and they ran it just for them – they were very grateful. It is a very worthwhile course.

The Rector thanked the team who run this including the CAP money coaches at the meeting.

### **B 2.4.2 CAP Centre - Possibility**

Paper D refers: Description of CAP and the CAP Debt Centre in Wallingford which covers the OX10 area and a proposal to extend the centre to cover the Didcot OX11 area.

The Rector went through the paper and proposal. He added that it is more efficient to expand the Wallingford centre than start a new one in Didcot. It would then cover an area equivalent to the whole Wallingford

Deanery. It involves a commitment of volunteers and money: The requirement for us would be £3,500 per year and volunteers. The national CAP headquarters provides qualified debt consultants and IT software. We are also required to provide pastoral support and a link with our church for clients with the possibility of integrating them into our congregations. The Wallingford Centre has 12 volunteers from three churches and the Didcot section would require the same. The requirement is for trustees, money, volunteers and a commitment to engage people sent to us.

Carol Pigott and the Rector answered questions and there were comments including:

- One person needed debt advice and was referred to CAP from a housing association but because they were from Didcot the CAP website says they cannot help.
- Carol Pigott said that the CAP Money courses are to teach budgeting so people will not get into debt, they cannot advise on debts people have. The CAP Centres give debt counselling on how to get out of debt. CAP Money clients can access the national CAP centre on the CAP website. Clients that are in debt and have already done the course and budget can send this to the main CAP debt centre and can be dealt with by email or phone. However the face to face approach offered by a local CAP Centre is better.
- The Rector said that the CAP centres can take control of people's finances and negotiate with creditors. The debt manager or coach takes all details and contacts the CAP Centre in Bradford which has the legal and technical staff. This is then passed to the local centre. The people in the video shown in church were all in debt and a lot were very troubled. It saves lives.
- The Rector said that the Wallingford centre was set up because there were three churches who felt called and wanted to do it. The Pastor of the Ridgeway church in Wallingford is providing the leading for it. The Wallingford centre is getting a lot of OX11 referrals but can't help.
- The Rector said that this may not be for the Deanery Synod as it is inter-denominational.
- The Rector said that three to four churches are needed from the OX11 area to start this. There has been a meeting of potential partners from Harwell and Chilton Church, Didcot Baptist Church, Ridgeway Church Didcot and Kings Church Didcot. Great Western Park Church is also involved but could not attend. This does not commit us to anything yet, it is just to gauge interest.
- It is the obvious and logical next step to take given the situation described. The issue would be the money we have to commit.
- It is difficult to gauge the likely number of volunteers from the Benefice until it is more certain.
- The Rector said he thought that there would be training for volunteers who would be dealing with people in very difficult situations.
- The Rector said that "Release Groups" are to help people with addictions, which, like debt, is another aspect of freeing people. There are Job Clubs too.
- This is a good idea but there was concern that the Benefice does not end up in debt so we need to think very carefully before committing.
- Carol Pigott who is part of the team that runs the CAP Money courses said that Didcot needs this and it would be a good use of money if we also had commitment from other Didcot churches. The Rector said that this only needs commitment from a small number of Didcot churches though it serves the whole area. The clients would be linked in to the sponsoring churches only.
- If other churches don't help it won't happen. The Rector said that other churches are not necessarily against this, they are just not in a position to help.
- The volunteers would need to do some coaching and we need to look into what kind of people we have to help people in debt. Our parishes may not have people that have had experience of debt as these are quite wealthy parishes so our volunteers may be off putting. It was stated that being from a wealthy parish does not necessarily mean you have no experience of debt. The Rector said that the volunteers would need empathy.

The Rector summarised by saying that there was broad support for this and the Benefice is interested in exploring partnering with the other interested local churches. The concerns are:

- 1) The Financial Commitment required – if we can afford it and how it fits with other priorities.
- 2) Volunteers – can we provide people with the right gifts.

He asked if these can both be successfully addressed would we want to be part of this  
**There was general agreement to this.**

The Rector said that he would feed this back to the next meeting of the group and keep the CPCC informed.

### **B 3 Pastoral Care**

Pam Rolls reported:

There are a number of people involved in Pastoral Care teams.

The next Generation Gold service is on 16<sup>th</sup> June. This is the first year it has been running and the congregation is building up. A number of people attend that don't worship at any other service. Next month there will be Home Communion services for people that struggle to get to church – let Pam Rolls know about people who would be interested.

## **B 4 World Mission**

Helen Brook reported:

The World Mission Group is going well though there has been no meeting for the past couple of months due to people's personal circumstances. Pioneers Mission Partner Christine Perkins has visited as she is back in the United Kingdom, there was a special event involving her on a Saturday. CMS Mission Partners David and Heather Sharland are due to visit in June; they will be at Sunday Church Services and an informal event to let people hear about their work.

**The Rector stopped the meeting at 21:07 hrs for a comfort break, resuming at 21:13 hrs.**

## **B 5 Worship Services**

### **B 5.1 Fresh Expression Service**

Paper M refers: A discussion paper setting out the background and decisions required: The Rector talked through the paper. He said that the headings are Why, what is the target group and the main options. The paper then talks about options for location, time and frequency. This is followed by implications for resourcing. Process and timescale if we do decide to proceed are covered last.

The Rector said that he considers that there is a large group of people that we are not reaching with current services that would be reached more effectively by a Fresh Expressions Service. A large part of this is cultural: If you are brought up with the current church culture (referred to as "inherited church") you feel comfortable with it. If you were not brought up with it you are not likely to be comfortable with it and may be more comfortable with a Fresh Expressions Service.

This came out of the discussions and consideration by All Saints' PCC of changes to the morning services - they opted instead for a separate Fresh Expressions Service. It was also an option for the Children and Families Work (See Minutes 4<sup>th</sup> November 2014 Item 13 e 1.) Current church members have experience of this and there are Fresh Expressions Services held locally.

Matters for decision include who the target age group is, will people dip in and out or attend regularly – will they commit to attend regularly as a different congregation? Do we want to proceed? Should it be a separate strand or be built into e.g. morning services. Discussion ensued and comments were made under the following headings including:

#### **Target Audience and Possible Attendance**

- The target audience is defined in the paper as those from infants to 50 years old. The PCCs have discussed several times previously that the church community is middle class and is not reaching those that are not middle class or are less advantaged. It is not just an age group that is not being reached; there are people that do not gel with the culture. The Rector said that the current congregation is biased towards professional class and older age groups, these groups are over represented compared to the wider community. We could try to address this by having a broader appeal across cultures.
- There are committed church members of the current congregations who would welcome a newer style of worship as well as those in the wider community.
- Parents with children who find it difficult to attend traditional services would appreciate this.
- The Rector said that the "inherited church" services are valuable and there is no proposal to stop these services.
- People may find the current styles of service too unfamiliar, we need to find a way to connect with them. If we run something young families are happy with, they will invite their friends too.
- Like attracts like and the type of people that start the congregation will attract the same people to join. We need to consider who we are trying to reach.
- Fresh Expressions is very useful for teenagers as well as young families as they can do an activity together.
- We are looking for all those that have not got experience of inherited church (i.e. the style we have now) and who may be alienated by things such as hymns and the church building.

### **Co-Existence with Current Services**

- If it is held on Sunday morning then the current service schedule will need changing. If in the afternoon it may be difficult to run especially in summer as it will be two or three different activities to resource.
- We need some plans for uniting all of the different fellowships to avoid cliques and keep the church united – Paul says this in Corinthians. People may go to both services. The Rector said that this is similar to the two different parishes in the Benefice; how much they are separate and joined, as stated in item B O.
- The Rector said that we need to recognise that we are a community, not cliques in competition.
- This is not trying to split the church community but create an addition under a uniting umbrella.
- We need to ensure people don't feel the Fresh Expressions services are a separate church. People attending Fresh Expressions should be invited to participate in Benefice projects such as CAP. This is different to Fledgelings and Connect. It needs to be set up as part of the Church community and involve people just as much. There should be the same announcements and service sheet. It would be in a different place and time and have some different people attending.

### **Possible Content and Location of a Fresh Expressions Service**

- The Fresh Expression Service could cover a variety of different areas to interest people, not one formula every week, such as cooking, Science and Faith and craft. This could pull people in and let them know Jesus.
- An example could be a coffee shop to take Christianity to those not in Church.
- One church did this by potty training classes. We could have a coffee meeting and bible study. Or we can do things people need such as the CAP Money courses. We can find out what people need from a relationship with them.
- A lot of people are indifferent to church so we also need to consider what we are going to offer to get people interested. An example from the secular world is McDonalds, which has the most ethnically and age diverse customers as people understand what is on offer and are not scared off.
- A new location could bring the church more out into the community, to go to where people are rather than expecting them to come to us. People may have hang ups about church buildings in the same way as some do with schools, and only come to church for baptisms, weddings and funerals. They may be more willing to go to a service in another building.
- If we are going to run something different it should be very different in type, style and location such as a cooking course etc. with a little faith content. People will then meet Christians in a neutral environment.
- The Rector can provide contact details of other Fresh Expressions churches that we could learn from.
- There is a Fresh Expressions church on a new estate in Swindon that is a whole new church.

### **Purpose**

- For the church to grow and for outreach as in the Great Commission it is an obvious idea to absorb a more contemporary style. We could learn from Ridgeway and Kings Churches.
- This is a good proposal as there are cultural issues to address.
- The Fresh Expressions Church is defined as being for people outside the church and is both contextual and missional. For example cookery classes in church. How do we listen to what the community wants? This is a different question to providing a new service for people who are dissatisfied with the current style of worship. It is to reach people who do not come to church at all.
- The Rector referred to the “concentric circles” conceptual framework diagram (see minutes of meeting 1<sup>st</sup> September 2015 item B 0.2 and Paper F). Our “Community” is the 4000 people total population of both parishes, then moving inwards the “Crowd” is those we have contact with, e.g. from weddings and funerals, the “Congregation” is social and spiritual Church community and then the innermost “Core” being the ultimate goal of Christian life – which is total commitment to God and Jesus. We are looking to move people not just into the congregation but to deepen faith.
- Could we learn from Alpha – is this “Congregation” or “Crowd”? The Rector said that Alpha guests often come from the congregation with questions. Some are socially committed to the church or are people we have come to know in various ways. It is rare to for someone to attend that we have no relationship with. We can create a relationship by serving people's basic felt need, such as a toddler group, or the relationship may also come through bereavement care. Then we can see them come to faith and become part of the church community. We need to decide where the Fresh Expressions service fits.
- The “circles diagram” is a simplification but it implies that if we don't do things that contribute to church growth then the churches will stagnate or shrink. This targets the crowd and outwards. If we just change the way the current people worship then the church will not grow.
- We will only add numbers if there is spiritual growth.
- Another church had a youth service but the children preferred the adult's service so they adapted that.

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- We should consider the purpose of Church and be clear what this is; this is mission, not Church. The Church should do mission such as coffee shops, not church in a different building. It should grow out of Christians gathering and wanting to put Jesus at the centre.
- Is this a way of making faith accessible to people who have not “inherited” church, is it worship not mission. If we worship in a way similar to modern culture it will be more acceptable to people.
- Anything that makes people more comfortable about coming to church is a good thing or we could try running services somewhere else.
- Is Fresh Expressions a way to get more people in to the current Sunday Services? The service at Harwell is the same format every Sunday. Unless we change it to be more family friendly we will not get more people in. Messy Church or a Fresh Expression church would be different. People can't necessarily just participate on Sunday.

The Rector asked if there was a general feeling in favour of establishing a Fresh Expressions Church. There was further discussion:

- We are discussing several different options. One is a set of activities or a Fresh Expressions church to attract people who are not currently engaged with church.
- The Rector said that if this is a congregation it would be a group that would meet together with the essentials of Welcome, Witness, Word and Worship. It would be accessible to groups of people that we are not reaching well. It would be Church and congregation and to reach people in the “crowd”. It would be outward focussed and would aim to remove barriers people have to coming to church. It may include Science and Faith, cooking and other things. It would complement the current Sunday services. It would include food and music. The Word can be presented in lots of different ways. It would be different to the “Connect” and the “Hands Free” services
- The term “Congregation” is exclusive rather than inclusive. The Rector said that a group of Christians is a fellowship, a section of the Christian community.
- A more modern cultural experience is important. Fresh Expressions is an experience. You can't consider or discuss faith in the current service formats, the liturgy prevents it. Fresh Expressions is a stepping stone to this. The Rector said that Worship is a response to the Lord and people respond in lots of different ways: song, arts and so on. It should be participative rather than the current “consumer” type.

The Rector asked if there was agreement to establishing a Fresh Expressions Church. It would be a group of people meeting for worship in a contemporary expression of church. It would aim to include young people, working class people. It would become a primary unit of belonging.

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

The Rector said that there is a need for a working group to consider the details such as location and timing and who it is aimed at. There are a number of options each with advantages and disadvantages such as location, child centred (meaning not aimed at single people). If it is aimed at younger people and working age people would a weekend be better etc.

It was asked if this was replacing the Messy Church proposal discussed at the last Chilton PCC meeting and if it would alternate between parishes. The Rector said that Messy church is a type of Fresh Expression Church. He considers that we cannot resource two different additional services. The people we have in mind to come are more likely to travel. It needs to be Benefice wide.

It was stated that we need to be clear that this supplants all similar projects as we do not have the resources to carry more than one. The Rector said that he is proposing that we commit to this as a Benefice. Other projects or groups would need their own energy and resources.

The Rector proposed that we commit to this as a Benefice.

**No Objections.**

The Rector said that Chilton PCC had discussed this already and that the next stage is formation of a working group from the current congregations.

<b>ACTION:</b> Working group to form and meet to consider the options for a Fresh Expressions Church.
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## **C Facilitation and Partnership**

### **C 1 Communications and Operations**

### C 1.1 Progress Report

Paper E refers: Communications Report June 2015 including colour broadsheets, photographs on the website and the new Welcome Leaflet.

#### Broadsheet: Service and Group Times and Dates

It was stated that a number of people had fed back that these were missing from the June 2016 issue. Vicky Johnston said that the dates for both May and June were published in the May issue to give room for more detailed information on the groups in the June issue, in order to appeal to people who don't attend church. She will do the same for July and August (No broadsheet in August). The Service times are also on the Church notice boards and website. It was stated that people tend to throw away the previous month's broadsheet and both group information and the Service times are needed.

The Rector said that the new format of the broadsheet and Welcome leaflet are very good. The issue of publicity of times and dates will be addressed.

## C 2 Stewardship and Finances

### C 2.1 Children and Families Work Fundraising - Update

The Rector reported: Peter Barclay-Watt has stated that Harwell parish has raised 90% of its contribution to the costs for the 2017-2020 extension, and it is his recommendation to proceed with renewal. Naomi Gibson reported that Chilton has enough to more than cover its contribution to the costs. The Rector continued that technically the funding decision to continue is the individual Parish's.

The Rector asked if the Combined PCC was content to commit to a further 3 years of Children and Families Work from August 2017 to August 2020.

**Agreed by the Combined PCC.**

<b>RESOLUTION:</b> The Combined PCC commits to a further 3 years of Children and Families Work from August 2017 to August 2020.
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<b>PROPOSED: RECTOR</b>
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<b>CARRIED UNANIMOUSLY</b>
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## C 3 Safeguarding

Paper F refers: Notes on Safeguarding and DBS Checks

The Rector said that the paper also includes recent guidance on images of children and safeguarding training, which is carried out by Pam Rolls and Peter Shields.

### C 3.1 Annual Renewal of Safeguarding Policy

Paper G refers: Parish Safeguarding Policy June 2016

The Rector said that as Safeguarding is delegated to the Combined PCC we need to readopt the policy.

<b>RESOLUTION:</b> The Joint PCC adopts the Safeguarding Policy in Paper G
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<b>PROPOSED: RECTOR</b>
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<b>CARRIED UNANIMOUSLY</b>
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<b>ACTION:</b> Safeguarding Policy to be signed by the four churchwardens and a copy sent to the Diocesan Safeguarding Officer.
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### C 3.2 Appointment of Deputy Safeguarding Officer

Further to the discussions at the last meeting a new Deputy Safeguarding Officer is required following Heather House's appointment as Safeguarding Officer. The Rector said that it is good policy to have a Deputy. Judy Gold is willing to be appointed.

<b>RESOLUTION:</b> The Benefice Deputy Safeguarding Officer is Judy Gold.
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<b>PROPOSED: RECTOR</b>
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<b>CARRIED UNANIMOUSLY</b>
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### C 3.3 Safeguarding Training

It was recommended that Judy Gold undertakes the Safeguarding Training in the DVD. The Rector suggested that Pam Rolls and Peter Shields organise training for groups using the recommended resources.

<b>RESOLUTION:</b> Children and Vulnerable Adult Group Leaders undertake Safeguarding Training, organised by Peter Shields and Pam Rolls as relevant <b>PROPOSED: RECTOR</b>	<b>CARRIED UNANIMOUSLY</b>
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## C 4 Staffing and Leadership

Paper N refers: Staffing and Leadership June 2016 – Update and Possible Appointment of an Intern

The Rector said introduced the concept of an “Intern” or “Ministry Assistant” or “Ministry Apprentice”. It would be useful to facilitate various ministry activities. It is especially linked to churches in university towns. In our Benefice this person could assist with the Science and Faith project amongst other things.

Discussion ensued including:

- We need to be careful we are not seen to be exploiting the intern. In business interns need to have training and be paid.
- Is having an intern part of the Science and Faith project go ahead? The Rector said that the Science and Faith budget contains £3000 for human resource which could be used for an intern to manage the project.
- It is too late in the evening to give this matter due consideration, we should return to it when we have more time.
- There is a suggestion in the paper that the CFW drops to 80% of his time and salary to free up funding for a CFW assistant. However Peter Shields works so hard and it is difficult to believe that he would drop his efforts to 80% and we also benefit from his wife’s help for no extra pay so this suggestion should not be accepted. The parishes will have sufficient funding to cover 100% of the projected costs for the next 3 years. The CFW said that this was his suggestion to increase capacity.

**The suggestion of a reduction in the CFW’s salary and time was generally not accepted.**

- It would be acceptable for the Combined PCC to agree to this possibility being looked into further but we should not commit to having an intern now. Others said that there should be further discussion. The Rector said that agreement would just be to consider the possibility. The deciding factor would be accommodation.
- In answer to a question Carina Loblely said that the Science and Faith budget assumed a salary of £8 per hour for the intern.
- The Rector said that the salary quoted is similar to other similar posts. If accommodation is found and we have the Science and Faith £3,000 funding and the Combined PCC agree then he can start to make enquiries with local graduates.
- It was asked if £3,000 of the Science and Faith project funding was for salary. Carina Loblely said that the funders are likely to be concerned if the budget and actual spend are considerably different.
- The Rector said that the intern’s work would have to cover more than the Science and Faith project, they could also cover some Children and Families work, for example. The Science and Faith project would be the minimum and there would be plenty of other work.
- It is acceptable for the Senior Leadership Team to consider this but if expenditure is involved it should be brought back to the PCCs.
- If there is a financial commitment it will compete with the new commitment to CAP (see item B 2.4.2)

The Rector said that he is not asking for full approval but agreement to the principle as set out in the paper. He needs agreement to progress the possibility from this meeting as it would be very difficult to find a person for the role after the next CPCC meeting in August. This is because the likely candidates will be deciding what they will do before then. There was further discussion including:

- The Senior Leadership Team will need to come back to the PCCs.
- There is conditional agreement to the principle but further agreement would be needed.
- A number of people said that this is a good idea.

The Rector proposed the following resolution:

<b>RESOLUTION:</b> The Joint PCC approves the principle of having an intern (otherwise referred to as a Ministry Apprentice) and the Rector commencing investigations of arrangements. <b>PROPOSED: RECTOR</b>	<b>CARRIED WITH ONE ABSTENSION</b>
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The Rector said that now we have approval of the principle he will bring a proposal to the joint section of the individual PCC meetings next month as approval will be needed to spend the money.

## **C 5 Wider Church**

### **C 5.1 Deanery and Great Western Park**

The Rector reported that the Fresh Expressions Church meetings continue in Great Western Park.

### **C 5.2 Deanery Synod Update and Deanery and Parish Share 2016**

No report.

## **C6 Any Other Business**

### **C6.1 Harvest 2016 and Benefice Barn Dance and Harwell Harvest Lunch**

The Rector reported that Alex Reich is making progress with organising this event.

### **C 6.2 Songs of Praise Report**

Paper O refers: A summary of the event including participants and songs.

The Rector suggested that the decision of if and when to hold another Songs of Praise should be held over to a future meeting.

**No objections.**

### **C 6.3 Conclusion**

The Rector apologised that the meeting had run so late. There may be a need for more frequent Combined PCC meetings. He prefers to give everyone a chance to contribute on the major decisions which leads to the longer meetings. This is so due consideration can take place. He will encourage us to be more efficient. We are planning to grow the church so there is a lot to do. Discussion ensued including:

- There were three long papers and significant decisions to take at this meeting. It was suggested that the next meeting be only updates with no new proposals.
- There was discussion of where the significant issues should be in the agenda.
- The CFW suggested that we need to be more disciplined about our contributions.

**The Rector closed the meeting with the Lord's Prayer at 10:44 pm.**

**Date of next meeting: 6<sup>th</sup> September 2016 at St. Matthew's Harwell.**