

**Minutes of a Meeting of the Joint PCC
of St Matthew's Harwell with All Saints' Chilton
held remotely via Zoom on Tuesday 7th July 2020 at 7.30 pm**

Present

(J) Denotes Joint PCC member. There were thus 12 voting members including the Rector at this meeting - all resolutions refer to Joint PCC votes

Hazel Benton (J)	Allan MacArthur (J)	Yvonne Sanderson (J)
Peter Cox (Secretary)	Christopher Pollard (J)	Jane Woolley (J)
Stuart Gibson (J)	Jan Radford (J) *	The Rector (J, Chair)
Tony Hughes (J)	Alex Reich (J)	
Rebecca Lewis (J)	Pam Rolls (J)	

* To middle of item 4
Phill Johnston (J) was missed from the invitation list in error.

The items were taken in agenda order.

Opening & Prayer

The Rector read Psalm 1

He said that this Psalm sets the scene for those that follow. Christians should be rooted in the Lord and his Word to bear good fruit, like a tree that is well rooted and watered. We should be too, not least in this meeting of the Church Council.

The Lord can influence by His Word (Commanding Scripture) and other ways, such as Common Sense and Counselling Together. (The Alpha Course “God Guides” week mentions five CS’s in all, the others are Compelling Spirit, and Circumstantial Signs). We should be open to Him as it is the Lord’s business that we are about.

The Rector then led the meeting in prayer.

Apologies for Absence

No apologies.

Introduction

The Rector said that the 5 items are subjects that the Senior Leadership Team has discussed. The SLT has been very active recently, and he thanked them for their work.

The Combined PCC meeting scheduled for this date had been cancelled, then changes to government guidance and a new development relating to the proposed Youthwork Trust and the employment of our CFWs was received only recently, hence the meeting was rescheduled. It would have been tricky to get 30 people meeting and contributing remotely on one screen at short notice, so the Joint PCC was being asked consider these items first, then they will be taken back to the Combined PCC later.

1 Gathered Worship Services

PROPOSAL

To continue pre-recorded weekly online services, plus monthly Zoom ‘Pebbles Family Service’ with Zoom Kids Church/Pebbles and Pathfinders on the other Sundays

Decision required: to hold ‘gathered’ services in the churches every Sunday late afternoon/evening, alternating between Harwell and Chilton from Sunday 19th July, with the option of a ‘second sitting’ if required for capacity. No singing or wind instruments currently allowed, no raised voices, no refreshments or staying to socialise, Communion possible ‘in one kind’ but not currently proposed, toilets on request.

- Chilton - with 1.5-2m spacing max 27 attendees possible
- Harwell - with 2m spacing max 47 attendees possible

Decision required: is pre-booking required, or ‘first come first served’ on the door?

Decision required: what time on Sunday? Should a second-sitting be considered?

This Paper refers: Covid 19 Restarting Public Worship Some Legal Questions and Answers: Instructions from the Diocese regarding required Parochial Church Council resolutions.

The Rector said that we have permission in Law to hold gathered worship, with restrictions and conditions as listed above. The Rector and the Church Wardens have worked out seating plans and routes for both churches, resulting in maximum attendance numbers and the proposal above.

Discussion ensued:

TIME OF DAY EVENING VS AFTERNOON

Two JPCC members asked why Sunday afternoon or evening were being proposed, as the evening service was the least well attended, a morning service might be better attended.

- If the service is held in the morning, it would clash with the streaming of the online service at 9am. The Rector said that the service is not streamed live but on demand, and can be viewed at any time. Though people may like to view the service at 9am to see it at the same time as others.
- A Churchwarden said that they wanted to be cautious: As fewer people attend the evening service, it will enable them to try this type of service and see how well the arrangements in the churches work, without the concern of attracting too many people.
- Another Churchwarden said that they were not looking to put the usual service back on at this stage. The main service will continue to be the online service - people like worshipping at ordinary church time. This format is more appropriate to a small- to medium-sized gathering as a small first step.
- It is an informal time of about half an hour or so to give an opportunity for people to pray together.
- This is an initial step and we can change it later.

The Rector said that there was a consensus for late afternoon or evening, with a second sitting if necessary.

No Objections.

SERVICE TIME

The Rector asked what time the service should be held.

- Some people don’t come to the usual 6:15pm evening service as it is too late.
- We would get as many suggestions as the number of people we asked. 6pm would be good.
- The Rector suggested that we could have the service at 6pm while that was in daylight hours then change when the evenings draw in; some churches have Winter and Summer service times.
- It could be 6pm for the summer, then 5pm for the winter if the Covid restrictions continue.

PROPOSAL	To hold a Gathered Service at 6pm, at All Saints’ and St. Matthew’s Churches on alternate weeks. Other arrangements as listed above.				
Proposed	Rector	Seconded		Passed by the JPCC	Unanimously.

SIDESMEN

The Rector mentioned that sidesmen would be needed, they may also do the readings and prayers.

- A Chilton Churchwarden said that only three of their team were available, the other three are shielding.
- The Rector said that there would only be two services a month, so three would be enough.
- It will be a very short service, more of a gathering so there would not be a lot of setting up.

BOOKING / REGISTRATION IN ADVANCE

The Rector said that the maximum congregations are 27 people at All Saints' and 47 people at St Matthew's. We could see how many people turn up and end up turning people away, or state that people have to book in advance on the website or by phone to the office.

- It could be an inconvenience to people to book and to administer bookings, so we could have first come first served.
- We should stop the booking system if it was not needed after one or two services.
- The Rector said that we could say that we guarantee a place if people pre-book. There was some agreement to this.
- Registration is required if people come within 2 metres of each other – because if someone attends who falls ill with Covid 19, then contact details are needed so we can let everyone know. This is not currently required when distancing over 2 metres from each other.
- We should compile a list of attendees and contact details in any case.
- The Rector said that registration will compile a list, then we can add the contact details of people who have not registered as they arrive.
- We could use booking as a tool – if the limit is 27, then once, say, 17 people have booked, we could stop bookings to leave 10 places for people who turn up on the day, or consider what action to take (e.g. put on a second service later).
- Having a list of registered people at the door would be helpful, as you could tick people's names off as they arrive, which would avoid people lingering at the door. You could then add the contact details of other people as they arrive.
- A list would be helpful, but the phrase "pre-booking system" is off putting and sounds like a school register, so we could say that "it would be helpful if you let us know". There was some agreement to this.
- We could call it a "Welcome List", and ask people to indicate if they are likely to come, and to let us know if they are not coming having booked.
- We should avoid giving the impression that people can't attend if they don't book. We can add to the list as people arrive.
- It is important that people understand that we are at reduced capacity and we are asking for names so we are not at risk of having too many people attend.
- It is also important that people know that booking is to keep them safe.
- This could be administered by the Church Administrator, who passes the information to the sidesmen. The Rector confirmed that the Church Administrator would administer this, it would be part-automated for those accessing on line, and people not on the internet could book by phoning the Church office.

ACTIONS IF OVER CAPACITY (Second service etc)

- It was reported that some people would not come if they were taking up places that someone else wants. The Rector said that we could have a comments box when booking so people could indicate they would give up their place if we were over capacity.
- We could put on a second service to avoid disappointment, or people could try again another week.
- The Rector said that it would not be onerous to do a second service as there would be no setting up and the leader and sidesmen could stay on. If we did find that we were getting booked up we could then tell people there was a second service.
- We could offer the other church if a service is fully booked. The Rector said that the service alternates between churches each week, though we could have a service at both churches on the same Sunday if there was demand.
- We should see how the first few services go, then consider these points.

The Rector proposed that we have a booking system as discussed, with the Church Administrator checking a little in advance if capacity is being reached, and then consulting with the Rector and churchwardens what to do.

HOLY COMMUNION

The Rector said that "Communion in one kind" means bread only. He asked if this should be included.

- We should wait until after the first few services and see how many people attend. There was some agreement to this.
- It would be good to do this if possible, as you can't really have Holy Communion at home. There was some agreement to this too.
- The Rector said that we need to consider the practical arrangements.
- You would need to be within 2 metres to administer Communion, and the Churchwardens have worked hard to plan a layout and routes in the Church to achieve the minimum 2 metres social distancing. It would be a shame then to come within 2 metres.

- The Rector said that the Archbishop has been photographed administering Communion in personal protective equipment (PPE).
- We could use PPE and hand sanitiser between each person.

The Rector said that we are starting services slowly and could consider this at a later date.

All Agreed

The Rector said that we will have pre-booking, time as discussed and Holy Communion to be considered later.

No Objections.

PCC RESOLUTION

The Rector said that a PCC resolution is usually required to change the schedule of Services as a safeguard for the PCC. The Diocese state that a resolution of the PCC is still required, however the Diocese have specified that a resolution is not required until August. A resolution could be made in August by correspondence if necessary, though we may be meeting in person by then.

As there are mixed messages, the Rector said that we should leave this in abeyance for now.

Agreed by the Committee.

2 Opening the Churches for Private Prayer

PROPOSAL:

Proposal: to move from opening the churches each 2 days a week 12 noon to 7pm to 7 days a week during daylight hours.

Discussion ensued:

OPENING TIMES

- There was some agreement to the proposed days, and a suggestion of continuing 12 noon to 7pm.
- In the past the churches have been open every day so if people arrive too late, they can come back the next day, not the case if the churches are only open one or two days per week.
- If the main service is on Sunday evening, we could have the church closed on Sunday to reduce the viral load as a mitigation.

CLEANING

- It was suggested that the churches could be cleaned more than once a week e.g. each morning before opening. However, some of the cleaners are shielding and not available, so they cannot clean any more often than weekly.
- Could we state that the churches are cleaned at particular set times? The cleaners are all volunteers and clean when they can, rather than a set time each week.
- Could the people who open and lock up the churches and lockup also clean? One of the people locking up is also shielding so it is unreasonable to ask them to clean as well.
- The Rector said that we are reducing the level of cleanliness in parallel with the societal easing of lockdown; we need to decide the level of risk and our responsibility to people coming in.
- It is a judgement call between our duty of care and the freedom of people to come in. If we make the buildings as safe as they can be, they will not be open very often. People have a responsibility for themselves coming into a place that is not clean, as is the case with a shop. We could have hand sanitiser available on the way out. It is getting the balance right.
- There is a slight increase in risk if someone goes in with Covid19, to be balanced with people's spiritual and mental welfare. We should let people know so they can make an informed choice.
- The Rector said that there are no particular rules on cleaning.
- We should consider keeping the toilets locked, else more cleaning will be needed and there could be more spread of the virus.
- We should have sanitiser, wipes and a disposal bin available.

FOOTFALL

- The meeting considered how many people will be coming in and how long will they be staying - one person was in church for an hour and saw no one. Another said that they have visited church a couple of times recently, but would visit more often if it is open daily.
- There will be less footfall and people staying less time than other environments such as buses and workplaces.

NOTICE TO VISITORS

- Praying can involve kneeling and vocalising with your face close to a physical object, with an added level of risk.
- We could ask people to clean where they have touched.
- There is a duty of care and it is a difficult balancing act. We could have signs up saying the churches are only cleaned on one day per week, it is up to the visitors to stay safe
- There is a balance of risk, it is not reasonable to operate a system guaranteeing cleaning once a day or two days or on a set day. If we open the churches to give an opportunity for prayer and worship, all we can do is have sanitiser and wipes available, and have a notice that asks people to take every precaution.

The Rector said that we should go back to the Churchwardens and get a sense of what people are doing.

STRAW POLL (No Church Wardens voting): 7 In Favour. None Against. CARRIED

Further comments:

- The Rector said that it would be up to the churchwardens when the opening times changed. They should see when it is feasible and convenient.
- This could start after the Rector’s weekly news update and have a well worded notice on or by the church door. Suggestions for wording should be passed to the Rector
- We should make sure people understand that it is not a sterile space so they can make their own decision. There was some agreement to this.
- The days and times should be left up to the churchwardens.
- A Chilton Churchwarden has supplied the wipes and bin up to now. The Rector said that the Churchwardens should also determine arrangements for supply of wipes etc.
- The Churchwardens will ask the people opening and closing the church if they are also willing to clean.

3 Bell Ringing

PROPOSAL:

Chilton

Proposal: to ring three bells only to comply with social distancing rules and sanitise hands before and after. There would be three ringers only for each session and they would ring their assigned bell for the duration. The extension window would be opened for ventilation.

Harwell

Proposal: to ring four bells (1, 3, 5, 7) only to comply with social distancing rules, one ringer one rope, and sanitise hands before and after ringing. Social distancing to be observed on tower stairs. Ring for a maximum of 15 minutes for service ringing only, and a minimum of three days between each session. Windows and door in ringing chamber to be opened to allow through air ventilation whilst ringing.

The Rector added that there are two services a month at each church.

Discussion ensued:

- As e.g. gyms require face coverings for strenuous activity would they be required for bell ringing? Stuart Gibson said that only 3 or 4 bells would be rung, which is not particularly strenuous. In some cases, the ringers are all members of the same family.
- As the ringing is before services, we need to consider how the ringers exit the bell towers. Stuart Gibson said that the All Saints’ ringers can exit through the kitchen which is acceptable, but the layout at St. Matthew’s would mean that this is more complicated and will need further consideration.

PROPOSAL	To ring bells at Chilton and Harwell Churches before services. Details as listed above.				
Proposed	Rector	Seconded		Passed by the JPCC	Unanimously.

The Rector thanked Stuart Gibson and Philip Roberts for their work on this.

4 Holiday Club

PROPOSAL:

To proceed with plans for Holiday Club over 3 weeks, each with a 'bubble' of 15 children meeting in the Church Hall (total 45 spaces); priority for children of helpers, then following the previously-agreed priority categories, using a 'lottery' to allocate places (w/c Monday 27 July, 3 & 10 August)

Paper "Holiday Club July 2020" refers: covering the detailed proposals, a survey of last year's parents, and possible online options for those who are not participating in above Club.

The Rector said that we should consider firstly if we *could* run Holiday Club as described or if there are any major reasons why we cannot. Then we should consider if it is something we *should* be doing.

4.1 WHETHER WE COULD RUN HOLIDAY CLUB

Discussion ensued:

- A PCC Member asked if we were going too far too fast. The Rector said that the proposal follows Primary Schools policy of having 15 children and a team leader, with no mixing. Other holiday clubs are being run. The Diocese is aware of this proposal and has not objected. The Insurance company has asked us to follow any relevant guidelines and do a risk assessment.

OLDER HELPERS

(People over 70 are considered vulnerable to Covid 19).

- Teaching assistants at schools are not in the same age group as the people who help at Holiday Club, so they are not putting themselves at risk in the same way as the Holiday Club helpers are.
- Jane Woolley, who helps organise the Holiday Club, said that there are fewer helpers at or over 70 years old than younger volunteers, and they tend to help with refreshments or craft and are not usually helping in the dens where they would be closer to the children. The Children and Families Workers have already been asked and there are plenty of younger volunteers available and this format requires fewer helpers than usual. They have decided not to exclude older volunteers to avoid upsetting them, it is up to them to assess their own risk. She acknowledged the concern stated.
- People over 60 can no longer volunteer at a local organisation for safe practice – a rule of thumb is to consider what the newspaper headlines would be in adverse circumstances. Though it looks like the team has considered this matter thoroughly.
- The Rector said that there would be 9 adults helping, three adults per week, led by one of the Children and Families Workers or the Rector.

MIXING

- "Crossover of the three leaders" is mentioned in the paper. This not done in schools as it increases the risk of spreading the virus.
- The Rector said that it is currently unclear if he is unavailable on the Monday (his medical work day), but he would make sure that there was no crossover of leaders in the bubbles. It would be an option to change to a 4-day week if he is unavailable as also suggested.
- A lot of other Covid19-related risks arise outside Holiday Club, so this may not make much difference.
- We should also consider what this would look like to an outsider.

LAYOUT OF BUILDING

- A PCC member asked if the layout of the Church Hall can allow all of the necessary social distancing, especially access to the building and toilets.
- Jane Woolley said that it can. Bubbles of 15 children do not have to socially distance, though they would minimise contact. The Leaders would ask all parents to stay outside, only the children and the helpers would go in. The disabled toilets would be for the adults and the Gents and Ladies toilets for the children.
- The Rector said that different schools are interpreting the social distancing rules in different ways, for example only applying social distancing indoors. The government guidelines accept that primary school age children are not going to keep apart.

ACTIONS IF SYMPTOMS OCCUR

- If one of the children or adults in the bubble gets Covid-19 symptoms, then they would have to withdraw from the Club and isolate for 14 days or until they get a negative test. The parents should be made aware that they are signing up to this.
- Jane Woolley and the Rector said that they would make this clear to the parents and helpers, as it would cause problems e.g. if the parents cannot work from home.
- There was agreement that guidelines should be set around this that must be followed.
- The Rector said that we could adapt the policies of schools and other holiday clubs.

The Rector summarised by saying that the general feeling was we could run Holiday Club and there were no big issues preventing it.

4.2 WHETHER WE SHOULD RUN HOLIDAY CLUB

Discussion ensued:

LEADERS AND HELPERS WORKLOAD VS NEED

- A number of PCC members expressed concern about the large amount of extra work, especially for the Children and Families Workers (CFWs), as well as the helpers and the Rector. They are already doing a lot of extra work at the moment including a lot of phone contact.
- The whole situation is stressful. Quite a lot of school professionals are finding similar work difficult. We need to ensure that the people running Holiday Club are comfortable that they can run it along with everything else. Even opening the churches for longer has entailed a lot of tasks and Holiday Club is on top of this.
- Hopefully the CFWs have already considered their workload, and should get time off *in lieu* as necessary.
- If Holiday Club is welcome and useful, we should not stop it. Some families may be desperate for the break and would value it. There was some agreement to this.
- Several PCC members said that the Children and Families Workers would be the best judges of the need versus the extra work. The Rector said that it was a difficult issue and he could see the arguments both ways.
- Hazel Benton said she had talked to the CFWs and they sounded happy to run Holiday Club, though you do not know how it will go until it happens.

NUMBERS ATTENDING

- 45 children would be less than half of the usual attendance.
- In the paper it states that priority should be given to the children of the helpers to attend, how many places would be left? It was stated that the children of the CFWs, Rector and helpers are mostly the wrong age to attend so would only take a few places.
- Even if only a few children go, bearing in mind the Parable of the Lost Sheep, there is no golden number of people that it is worth taking the Gospel to, and all children are important, no matter who their parents are.

The Rector said that he got the impression that Holiday Club could be run, but the JPCC are concerned that it could be too much work, that there is uncertainty of the demand from families, and that care should be taken to ensure that there is not an excessive number of children of helpers.

**He said in summary, that the JPCC has no clear sense or strong feelings whether Holiday Club should be run. This decision is therefore in the hands of the CFWs, and the JPCC will support whatever decision they make
Agreed by the Committee.**

The Rector said that he would discuss this with the CFWs.

It was suggested that Hazel Benton discusses the Health and Safety aspects with the CFWs.

5 Collaborative Youth, Children's and Families' Work

PROPOSAL

The possibility of collaborative youth [and children's and families'] work in the Didcot area via an independent trust

Decisions

- **The JPCC is broadly supportive of the model proposed and of making an application to the Diocesan Development Fund in September 2020**
- **The JPCC is supportive of employing our CFWs via the Trust**
- What are the key considerations?
- Are there other ideas or considerations that the JPCC has identified?

These papers refer:

Appendix A: Christian Youth Work in Greater Didcot Discussion Paper January 2020: Description and scope.

Appendix B: Meeting 28th January 2020 Summary: Meeting of clergy from Didcot and surrounding villages – agreement in principle to explore the possibility of collaborative youth work, including establishing an independent trust, and list of churches involved in the first step. Description of Youth for Christ Local Centres.

Appendix C: Models for Collaborative Working Amongst Young People in Greater Didcot – Two possible models for employing youth workers to work at the individual churches and across the district– either employment of part time or full time youth workers by the home church and secondment of available spare time to a Trust, or employment of youth workers entirely by the trust, finance and resource contributed by the home churches.

Youth, Children and Families Trust: Proposal, Governance, Costings, Staff numbers and allocation of time and work for two scenarios with lower and higher funding, staff numbers and hours.

The partner churches for this stage of the proposal are Harwell and Chilton, Great Western Park, Didcot Baptist and Ridgeway Community Churches.

The Rector said that discussions have been taking place amongst the Anglican and other church leaders in the Didcot and surrounding area over the last few months about collaboration over youth work. Very recently discussions have been broadened to include Children and Families Work, following a recent helpful prompt from Didcot Baptist Church.

He clarified a line in one of the papers that the Benefice's contribution would be £30,000 pa – this is what we currently contribute, not an additional amount.

A significant benefit of the proposal is that Didcot Baptist Church and Ridgeway Community Church believe they can identify funds for a part time (half full time) youth worker, and both have a full-time youth worker available. This means that we would have no difficulty finding youth workers. The proposal is that the youth workers are employed by a Trust, which would apply to the Diocese's Development Fund for a grant so both Youth Workers would then work full time, working half time at their home churches and the rest spread amongst the other churches.

The Harwell and Chilton Children and Families workers would also be employed by the Trust.

The churches would only expect what they pay for, we would benefit in more youth worker time, the other churches by their youth worker being employed full time rather than part-time. We would all benefit from more coordinated work across the wider Didcot area.

There was considerable agreement that this was a good idea which would benefit all participants.

Discussion ensued and the Rector answered questions under these general headings:

DEVELOPMENT FUND GRANT

- The Rector agreed that the grant is from an Anglican Diocese (Oxford) though the proposal includes non-Anglican churches. We and Great Western Park (Anglican churches) would lead the application. Other Development Fund proposals are ecumenical.
- A JPCC member asked how long term the Development Fund grant would be for. The Rector said that each project can apply for a maximum of £200,000 over five years or £80,000 for a single project. Many proposals are asking for far less. The Diocese considers sustainability; they are keen that the funding

enables the work to begin, then other means of support are found. There are other potential sources of funding for this proposal.

Two scenarios are included in the Trust Paper, the first is 50% match-funding (£33,000) from the Diocese, the second for 100% (£66,000) match-funding and more workers.

- There was some agreement that we should apply for the second scenario, as we still may get the smaller one if it is rejected. The Rector said that the Diocese could reject the application outright, though there had already been consultation with the Diocese and it could be discussed again before submission.

STAFF TERMS AND CONDITIONS

- We must ensure that their employment rights provided by the Trust are at least as good, if not better than their current ones, and are not changing to their disadvantage.
- We should ensure the Trust mirrors the terms in our Children and Families Worker's (CFW's) contract - e.g. Church of England pension of 4% and death in service benefits. It would make sense for the Trust to provide this and we should insist on it.
- There should be a clause in the trust document that we will re-employ both CFWs if the Trust breaks up.
- Hazel Benton, chair of the Employment Committee, said that she had spoken to the CFWs and both said that they would only do this if the main part of their children and families work was for Harwell and Chilton, though they would welcome working collaboratively on any bigger projects e.g. at Christmas or Easter, but would not want to cover for other staff absences.
- Hazel Benton also said that we would need to check the change in employer from the Benefice to the trust carefully against employment law, the terms would be under "Transfer of Undertakings (Protection of Employment) regulations" (TUPE).

WORKING AREA

- If we say that our CFWs cannot work across other parishes, then how can we say that a youth worker does? The Rector said that the starting point was parishes get out what they put in - we put in funding for one full-time worker so we get a full-time worker's time back. Those contributing half funding get half of a worker's time. A second point is that it is Anglican Diocesan funding that would enable the Trust to operate. The other churches benefit because their youth workers can be employed to work full time, but without additional funding could only work part time. Churches in the future may only have limited funds but join the Trust to pay for a part-time worker. The Trust enables all churches to effectively increase the value of what they are putting in.
- Would we be looking to consolidate communally all that the churches do together, or would some be home church based? The Rector said that we would be consolidating all of the work. The children and youth especially across the district know each other so it is natural to collaborate. Though it is a sensitive point that the member churches are inclined to want to keep hold of "their own youth" and have their own workers.

STAFF MANAGEMENT

- A JPCC member asked what the management structure was – there was no manager mentioned. The Rector said that this would be considered in due course. The Trustees would allocate hours then the local churches would decide what they would do.
- A JPCC member has talked to a youth worker jointly employed by 4 or 5 churches – they said that the key consideration is how the worker knew what the work was and what is the limit otherwise they would never stop. The role must clearly define what they are doing for which church and what they are doing outside the churches.
- The Rector said that it is important to sort out the pastoral base. For example, a school might request a worker to do a project (as a religious worker - organisations such as TRAIN do non faith work). The Trust would need to consider if it was a good opportunity and would not, for example, be too much work. This would be better done as a Trust than working as individual churches. It would need careful consideration and discernment.
- All of the Churches are seeking to get something on behalf of the youth of the Didcot area, this will be more successful as it will be bigger than the sum of what the individual churches can do. The Trust needs to consider quite carefully how the Youth and Children's Workers are managed. One possibility is "matrix management" where one person is definitely managed under one place but can work in other places.

TIMING OF APPLICATION AND CONSULTATIONS

- The CFW's contracts end at the calendar year-end, so it would be a good time to change. Hazel Benton will check if the earliest possible time is January.
- This is an important matter, involving substantial funding and liaison with other churches. It has been under discussion for some time so it is disappointing that the Combined PCC meeting (due tonight) was cancelled, then this meeting was scheduled for a smaller group, with this item added at short notice. It might be better for the Combined PCC to look at this

The Rector agreed that this is a significant and important decision that needs to be discussed by the full Combined PCC. He is not looking for a decision at this meeting but to use the Joint PCC as a sounding board, the decision will be in due course.

The Rector explained that the situation had changed since the July Combined PCC meeting was cancelled: The proposal was made in the last two weeks that our Children and Families Workers as well as the youth workers are changed to be employed by the Trust. As this is employment of our own staff it is important that the Rector consults with the PCCs before taking this any further.

- Is there enough time to apply to the Development Fund in September as suggested in the paper? There needs to be enough time to consult the Combined PCC at a meeting, else it could appear that this has appeared out of nowhere. Applying in January would be better as we could take things more slowly.

The Rector replied that he was keen to apply in September so the trust could actually start in January. This timing is good for the other churches too, else there will be a delay of three months or more. There is a lot of work to do and an Extraordinary Combined PCC meeting could be called in September. It was suggested that this should be at the end of September to give a long enough run-up to make sure everyone is agreed and not swept along.

- There was some agreement that we must communicate well to the wider PCCs and congregations. The Rector said that he understands, there is not a lot of time, especially over the summer. This proposal was stalled, but is now picking up momentum.

FINANCE AND FUNDRAISING

- Is it the intention that we grow giving so we continue to employ the current workers, the work continues and we get a Youth Worker sooner than if we were working on our own? The Rector agreed, this will be established with no end date, similar to the current CFWs having a 3-year contract that is renewable.
- The Chilton PCC Treasurer said that he did not see any financial risk in the short term. We would need to decide how to take it forward in the long term with Children and Families' Worker fundraising.
- What happens if we don't get the funding from the Diocese Development fund? The Rector replied that we could still form a Trust, and apply for other funding and grants. The current proposal works well for the other partner churches. There would not be a strong case for the Trust without extra funding, however, as it is a lot of work to do for no more workers or work completed.

The Rector said that he has the sense that there is broad support for the proposal with a few adjustments. He will take the outcome to the partner churches and come back in August / September.

No Objections.

The Rector closed the meeting with the Grace at 9:47pm.

Dates of next meetings:

Individual PCCs: Chilton and Harwell 1st September 2020.

Combined PCC: 6th October 2020.

(Locations to be announced)

CHAIR

SECRETARY

DATE

DATE