

Minutes of a Meeting of All Saints' PCC
Tuesday, 3rd November 2020 remotely via Zoom

St Matthew's, Harwell and All Saints', Chilton PCCs were present together for Items 1-9. For the other items, only All Saints' PCC members were present.

1. Opening & Prayer

The Rector (Jonathan Mobey) read Romans 12. Jonathan picked out a few themes which are particularly relevant at this time. For example:

- Focus on worship (v1)
- Renewing of our minds (v2). Perhaps we need to be cultivating a different pattern of living at the moment?
- Diversity of gifts (v6)
- The importance of looking after one another (v10; v13)
- Being careful to do what is right in the eyes of everyone (v17). We must adhere to social distancing, etc. Our public reputation can have a large impact on our effectiveness as a church

Jonathan then led the meeting in prayer.

Jonathan thanked Carol Pigott for standing in as All Saints' PCC Secretary for the time being.

2. Church Administrator arrangements from January 2021

Phill Johnston excused himself for this item due to a conflict of interest.

Paper A refers. The Church Administrator is a 20 hour per week role. Vicky Johnston is the Church Administrator. Vicky is currently on maternity leave, due to return in January 2021. Deborah Evans is covering the post on a temporary basis. Vicky has asked if she could return to work after maternity leave for 8 hours per week – probably to be on a Thursday. If so, the proposal is that Deborah would be offered the other 12 hours per week. Deborah is willing to proceed on that basis, although her preference would be to be appointed for the full 20 hours per week.

PCC members asked various questions of Jonathan Mobey and Hazel Benton (Chair of the Employment Committee) in order to clarify matters, and to discuss the proposal.

Key points generally agreed were:

- Vicky's request is effectively a flexible working request. As employers, we are legally obliged to consider whether this request can be reasonably accommodated
- It is preferable to keep the post as one role which is job-shared rather than split it into two separate roles. A job-share arrangement allows greater flexibility over agreeing a suitable split of responsibilities and tasks between the job-share partners, and for the allocation of responsibilities/tasks be amended as circumstances change, or if the initial allocation proves unsuitable
- Job-share partners are legally two separate employees. If one leaves, it does not affect the employment of the other
- There are pros and cons to a job-share vs. where the role is undertaken by a single individual
- The proposed job-share arrangement should be for a trial period initially e.g. 3 or 6 months and formally reviewed after that. Agreement to Vicky's flexible working request would be revoked if the arrangement proves unsatisfactory during the trial period

Jonathan Mobey, as the line manager, confirmed that he would be content to manage a job-share arrangement.

Resolution	To agree a job-share arrangement for the Church Administrator role with the hours split as follows: Vicky Johnston @ 8 hours per week; Deborah Evans @12 hours per week				
Moved	Chair	Seconded	-	Passed	14 out of the 15 Combined PCC members present voted in favour

3. Staff pay review

Phill Johnston excused himself for this item due to a conflict of interest.

Hazel Benton reminded PCC members that we need to consider annually if we can increase staff salaries in line with the 12 month rolling average CPI rate published in December. From the monthly CPI rates published so far in 2020, this is likely to be in the range 0.5%-1.5%.

There was a detailed discussion about affordability, the absolute sums of money involved, and the impact on staff morale.

Resolution	To agree to increase staff salaries from January 2021 either by the 12 month average CPI rate published in December 2020, or by 0.5%, whichever is the higher				
Moved	Chair	Seconded	-	Passed	Unanimously

4. PCC and Annual Meeting dates for 2021

Phill Johnston re-joined the meeting.

Paper B refers.

The following aspects of the proposed schedule were discussed:

- Why does it say “no meeting in April” if the Annual Meetings are in April? Jane Woolley clarified that this meant no PCC meeting in April
- Could the annual meetings be put back to May so that elections don’t occur again so soon? Jonathan Mobey pointed out that the Annual Meetings are really to reflect on the previous calendar year, so it is best to hold them earlier rather than later in the year
- Could meetings of the individual PCCs be held in the relevant parish, if they take place face to face, to avoid unnecessary travel? The general opinion was that it was preferable for both PCCs to meet in the same location. This facilitates discussion of joint items, and allows Jonathan Mobey to attend part of each meeting. Connecting two groups in separate locations electronically is not straightforward. A home group attempted this recently via Zoom, with some of the group meeting together in the church and the rest joining in from home. It didn’t work very well from a technical point of view
- The proposed schedule is provisional because the Bishop has to decree what mechanisms are acceptable for holding PCC meetings and the Annual Meetings in 2021.

Resolution	To agree the proposed schedule of meetings for 2021 as set out in Paper B				
Moved	Chair	Seconded	-	Passed	Unanimously

5. Christian youth work in greater Didcot area – update

Jonathan Mobey relayed that he had submitted at the end of September the application for a grant from the Diocesan Development Fund to support an independent trust for Christian youth work in the greater Didcot area, in partnership with the following churches in Didcot: Ridgeway Church, Didcot Baptist Church, Great Western Park Church. The application was for £200,000 over 5 years.

Jonathan Mobey reported that the assessment panel is considering the application this week. Jonathan said that he had been asked to provide some supplementary information in advance of this, and he had submitted that yesterday.

6. Fundraising activity – update

Jonathan Mobey reported the following communication activity recently or imminently on the subject of giving generously:

- Rector’s emails to those on the church email list
- Distribution of eight daily Generosity Podcasts
- Reference in sermons and services during October

- A Gift Day

A PCC member asked whether it would be possible to add World Mission to the list of areas people are prompted to think about giving to. Jonathan Mobey explained that this would be difficult at this stage, but would be possible in future years. Jonathan said that donors can specify other areas that they wish to give to, not just the ones on the list provided.

7. Arrangements for forthcoming 'special' services – Remembrance & Christmas Remembrance Sunday

Jonathan Mobey explained that the plan for Remembrance Sunday was:

- A ceremony in All Saints' churchyard in Chilton
- A ceremony in Harwell Cemetery at the war graves, which will be livestreamed

Jonathan Mobey explained that the imposition of a second lockdown from 5 November had led to some confusion over what will now be allowed, and we are waiting more guidance from the Diocese. However, Jonathan said that he was hopeful that the current plan would still be permissible.

Christmas

Jonathan Mobey reported that there is a planning meeting about Christmas arrangements tomorrow evening, and anyone interested is welcome to join this meeting. That meeting will discuss various options.

8. Actions from previous meeting

Action: Jonathan Mobey to liaise with the Church Administrator to organise:

- A Ridgeway Broadsheet in October/November
Status: **DONE**
- A Christmas card in December – to clarify Christmas services arrangements
Status: **Held over** - until options discussed and there is more clarity about what will be happening

Action: Jane Woolley to contact Oxford Women's Refuge to ask if they can accept donated toys this year
Status: **DONE** (the answer is yes please)

Action: Jonathan Mobey to include mention in the next Ridgeway Broadsheet that a written copy of sermons can be downloaded from the church website, and that anyone who cannot access the website should contact the Church Office for either a paper copy or a copy on a DVD

Status: **DONE**

A PCC member asked whether the Harvest donations for Didcot Foodbank had been taken to the Foodbank. The answer was that they had, but only just today. This was because the Foodbank had asked us to hold on to the items until they had dealt with a plethora of other Harvest donations.

9. Activities during lockdown

Jonathan Mobey gave a brief overview of an electronic document listing which church activities are permitted in which circumstances. This is in the form of a table where the rows are various church activities and the columns are different Covid-19 societal restrictions. Currently the column options are Tier 1, Tier 2, Tier 3 and the second national lockdown. We are currently a Tier 1 area but the second national lockdown starts on 5 November. The document is [here](#).

Jonathan Mobey invited questions from PCC members about what is allowed under what circumstances. The following questions were raised and the answers concluded via discussion:

Q. Churches are permitted to be open for private prayer under the second national lockdown. Will we be opening our churches?

A. Yes, provided we can arrange safe operating and cleaning. This is a matter for local discussion with churchwardens. However, the default assumption is that we open church buildings daily and generally from 10am to dusk.

Q. The document says that Fledgelings for new parents will not operate during the second national lockdown. However, support groups for up to 15 people are permitted under government regulations, with new parents a specifically cited group in need of support. What is stopping us from running this group during lockdown? New parents are a group that is reportedly suffering greatly from mental health issues as a result of social isolation and lack of support during lockdown.

A. We need to be mindful of whether running a support group for new parents during lockdown would

appear incongruous to our communities. We have to weigh up the increased risk of transmitting Covid-19 if we do run Fledgelings against the increased risk to the mental health of new parents if we do not, plus the potential reputational risk to our churches in either scenario. The risks are difficult to quantify. Ethically, it is not a cut and dried decision. Furthermore, the Diocese will probably advise against it. Having said that, ultimately it is in our power to decide, and there are Biblical arguments for acting courageously. The Diocese advised against running an in-person Holiday Club but we did go ahead with that. The insurance requirements are to adhere to government guidance and to work to a thorough risk assessment.

Action: Jonathan Mobey to re-visit with the Children & Families workers the idea of continuing to run Fledgelings as a support group for new parents during lockdown. Jonathan to relay to the C&FWs that the PCCs would support their doing so, if they opted for that. Jonathan to emphasise that the C&FWs must not feel under any pressure to run Fledgelings during lockdown i.e. the final decision is theirs.

Minutes 1 to 9 had been covered while the PCCs of All Saints' and St Matthew's had been together. At 9.25 pm, the PCCs separated into breakout rooms, and the individual meetings followed.

PCC were in agreement that Carol Pigott be co-opted as secretary, until Chris Pollard was able to resume.

Present:

Hazel Benton (Vice Chair),
Yvonne Sanderson (Churchwarden),
Judith Russell (Churchwarden),
Phil Corbishley,
Alex Reich,
Rev Pam Rolls,
Pat Moseley,
John Pigott,
Rev Jonathan Mobey,
Carol Pigott (Acting secretary)

Yvonne asked if photos were needed of new members of PCC, for the noticeboard. It was agreed that she would ask Lin Kerr to take these, if agreeable. **Action: YKS**

10. **Apologies for absence** had been received from Rev Jan Radford, and Stuart Gibson.

11. **Minutes of last meeting.**

These were not available for approval.

The Rector was asked to track these down and circulate via email for approval.

The previous 3 sets of minutes also needed approval. **Action: JLM**

12. **Standing Committee** had not met.

13. **Matters Arising**, not covered elsewhere.

West Wall. A resolution needed to be minuted for a faculty application.

The Resolution:

"All Saints' Chilton PCC supports the proposal by the owners of West House to demolish the damaged portion of the wall and section of rotten fence and replace it with a post and rail fence."

was passed unanimously.

14. Appointment of PCC Officers.

Chair Rector: Rev Jonathan Mobey
Vice-chair: Hazel Benton
Treasurer: Stuart Gibson
Acting Secretary: Carol Pigott

The above were elected unanimously.

15. Appointment of Subcommittees.

Standing Committee: Clergy
Churchwardens
Treasurer
Vice Chair
Secretary

(n.b. The decision had been taken some years previously, that the Standing committee would consist of these officers)

16. Appointment of role-holders.

It was agreed that it is useful to know who has volunteered to undertake the various tasks needed to be carried out for the smooth running of church. The secretary would produce a list, and circulate it, for approval at a subsequent meeting. **Action: CMP**

17. Annual Appointment of Sidespeople.

The following were agreed unanimously

John Berry	Phil Corbishley	Naomi Gibson	Steve Hale
Andrew Hayes	Dave Kerr	Hazel Benton	Liz Morris
Pat Moseley	Carol Pigott	John Pigott	Chris Pollard
Alex Reich	Judith Russell	Jeremy Sanderson	Yvonne Sanderson
Audrey Slater			

18. Finance.

The Finance report, and Revenue Account, for October had been circulated by the treasurer, and were discussed.

It was agreed unanimously that, if funds were short by the end of the year to cover the Children and Families Workers, these funds should be covered by the Chilton Hall Fund.

19. World Giving Budget for 2020.

All Saints' proposed portion of the WGB totalled £4,600, being

£200 Sharlands
£1,000 Tubakus (in Albania)
£300 Christine Perkins
£100 CPAS
£500 John Abu Bakker
£500 5 missions/charities; being Arocha, Church Solidarity Worldwide, Leprosy Mission, Mission Aviation Fellowship, and Scripture Union.

After discussion, PCC agreed to remove Christine Perkins from All Saints' portion, now that she is retired, and reduce John Abu Bakker's to £300, bringing the total down to £4,100.

It was agreed that all should be paid, if at all possible. If not, then the CFW costs should be funded by the Church Hall fund, to facilitate this.

If giving did have to be reduced, this should be done proportionately, not by cutting out individual recipients.

Yvonne would ensure the treasurer was informed of these decisions.

Action: YKS

At this point, Hazel informed PCC that she had approached the Garden Centre again this year, and they would provide a Christmas tree for the tower.

If Covid restrictions continue into December, there might be a problem erecting it on the tower. Solutions needed to be found, if this were the case, such as;

A family might be able to work together in close proximity to erect it, or

It could be erected near the lychgate.

Hazel would liaise with Alex on this.

Action: HB/AR

The Rector left the meeting at this point, to re-join St Matthew's PCC.

20. **The draft budget** for 2021 was held over.

21. **Fabric.**

As ever, Andrew Hayes had sent comprehensive papers covering the work maintaining the church and churchyard.

Main door lock

Hazel asked if there was anyone with metal-working skills known, who might be capable of fixing the lock malfunction.

Frank Cook and Sam Buckley were mentioned. It was possible that Andrew had approached them, but John would check.

Action: JEP

West House Wall

Judith was thanked for agreeing to apply for the faculty on work to be completed on the broken wall and fence at the boundary of West House, on behalf of the owner.

Recommendations were requested for a local builder, who could be called upon to do those jobs which could not be done by the "heavy gang".

PCC wished to record their thanks to Andrew, and the Fabric Committee he headed up, for all their consistent good work in maintaining our beautiful church.

Pat asked if there might be younger villagers, not necessarily churchgoers, who would be interested in maintaining the church. "Friends of Churches" can be good supporters in these days, but there could also be drawbacks, if they tended towards the history, rather than the future, of churches. "Heavy gang" days would be a good time to involve parishioners, Pam suggested, and Pat was asked to put something in the chronicle about this.

Action PJM

Judith pointed out that the churchyard working party, planned for this weekend, could no longer go ahead, because of lockdown.

However, she would be present to check the rules were not being broken, in case some volunteers were unaware, and turned up anyway.

Phil pointed out that, to encourage younger people into church, or to assist in any way, their whole families need to be welcomed. Recently, St Matthew's congregation had been considerably younger, because it had been the young families attending the Pebbles/Families services there. Sadly, he himself had encountered an adverse comment in All Saints' church some time previously, which would have deterred a non-committed parent from attending church in future.

Yvonne asked if there was progress on the ramp at the main door. Judith said this needed a mock-up to be trialed, but those who would be using it were unable to come and try it at the moment.

22. **Future Dates.**

Tuesday 5th January 2021 7.30 pm Combined PCC.

23. **Any Other Business**

Judith informed PCC that 3 memorial trees would be planted in the churchyard in November, and their positions had been marked in readiness.

Each tree would need a page in the Memorial book, and she would ask her sister to write the appropriate pages, as she is a calligrapher.

Action: JR

24. Revd Pam Rolls closed the meeting in prayer, at 10.22 pm.

Carol Pigott (Acting secretary)
06.11.20

Chairperson