

Number	The Parish of Fladbury, Hill & Moor, Wyre Piddle, Crophorne and Charlton Vestry and Annual Parochial Church Meetings Minutes	Action
	Held at 7.30pm on Tuesday 9 April 2019 in St John the Baptist Church, Fladbury	
	Present at both Vestry Meeting and Annual Parochial Church Meeting: Sarah Dangerfield (SD), Celia Willis (CW), Meredith Debenham (MD), David Miller, Patrick Palmer, John Allsop, Rosemary Allsop, Carol Rosier, Wendy Malkinson, Muriel Mitchell, Peter Harris, Roger Hemming, Kathleen Bentley, Frank Bentley, Helen Fowler, Robin Oldfield, Carol Oldfield, Margaret Mumford, Richard Mumford, Martin Ounsted, Jean Ounsted, Jane Bugg, Philip Hildesley, Sue Hildesley, David Hawkins, Margaret Hawkins, Carole Oliver (Parish Administrator acting as PCC Secretary)	
	Apologies for both Vestry Meeting and Annual Parochial Church Meeting: Bill North, Chris North, Alison Maddocks, Hilary Harris, Sue Miller, Liz Gardner, Peter Gardner, Alison Sandham, Sue Hiscocks, Carol Martin	
	Vestry Meeting The Meeting began with prayer	
3.	Minutes of Vestry Meeting held 25 April 2018 Carol Rosier proposed, Carole Oldfield seconded and all unanimously agreed that they be accepted as a true record of the previous year's proceedings.	
4.	Election of Church Wardens SD thanked CW and MD for their support during the year. Without it she would not have been able to take on the role of Rural Dean. Celia Willis proposed by Jean Ounsted and seconded by Helen Fowler and Meredith Debenham proposed by Bill North and seconded by Pearl Gibson had been nominated as Church Wardens; they were elected unanimously. The meeting closed at 7.40pm. Signed: _____ Date: _____	
	Annual Parochial Church Meeting	
2.	Minutes of Annual Parochial Church Meeting held 25 April 2018 Richard Mumford proposed, Robin Oldfield seconded and all unanimously agreed that they be accepted as a true record of the previous year's proceedings.	
3.	Matters Arising All covered in reports presented to Meeting.	
4.	Presentation of Reports Reports for the year had previously been circulated to members of the congregation in the Annual Review.	
4.1	Electoral Roll: The PCC Secretary reported that, following the creation of the new Electoral	

<p>4.2</p>	<p>Roll, there are 123 members.</p> <p>Priest in Charge: SD reported as follows in addition to her previously circulated report in the Annual Review:</p> <p><i>Firstly some “thank you’s” to those who have either stepped down from roles this past year or who have stepped into roles this last year.</i></p> <p><i>Thank you to Richard Mumford for 54 years of Reader ministry. Richard takes his last service on Easter Day. We’ll have the opportunity to thank Richard more fully at the United Service on 4th August, but I want to record here, my thanks on behalf of the whole Parish for Richard’s work in taking services, preaching and all the other aspects of a Reader’s ministry.</i></p> <p><i>Thank you to Carol Swanson who has become a church appointed governor at Crophorne with Charlton School and Mark Jackson and Ed Calverley who have become church appointed governors at Fladbury School. It’s really good they should join other governors to share the leadership of our church schools, with Rob and Julie as the Heads.</i></p> <p><i>Thank you to Peter Lacy who has been our Parish Gift Officer for more than 20 years. Peter’s work is a really important part of managing our finances and so while we say thank you to Peter I also want to thank John Allsop for volunteering to take over as Parish Gift Officer and to serve on the Standing Committee.</i></p> <p><i>Thank you to Rosemary Allsop for serving on the PCC and the Fladbury Church Committee before resigning in March.</i></p> <p><i>Thank you to David Hawkins who for many years has served on the PCC, on deanery and diocesan synods, and various diocesan committees and who last year retired from these posts.</i></p> <p><i>Thank you to Martin and Philip for co-chairing Fladbury Walkabout – an event when parish, village, and church work together and raise funds for the fabric of this church and make donations to village organisations. We thank Steve Curtis and Ian Southcott for taking on the roles of Co-Chairs, and we thank everyone – newcomers to the villages and established residents, for their help in planning and running Crophorne Walkabout, Fladbury Walkabout and the Charlton Summer Fayre.</i></p> <p><i>After 3 ½ years in post I think you’ll have gathered that I am <u>not</u> much of a fan for “vision” away days, vision statements or mission action plans – But what has felt good is the many and varied ways we are listening to God; watching for where the Holy Spirit is already active and discerning how we can be part of what God is already doing. And what is especially good about this way, is that it is ongoing; it becomes our culture; and it involves many more people.</i></p> <p><i>So, let us keep listening, watching and talking – Because “themes” emerge – and I think “themes” are helpful to work with – they are much more flexible than action plans, and we don’t have to measure ourselves against them – we’ll be and do what we can be and do with the help of God’s grace, and in the timeframe that is God’s and not ours.</i></p> <p><i>Some of the themes we’ve seen emerging and are working with are;</i></p> <ul style="list-style-type: none"> <i>– The one-off special services and events that we do well – the ones which are well attended and appreciated by people, some of whom do not regularly join our worship. So we want to continue to put our energy into</i> 	
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these – and to think of new possibilities for the one-off services which will involve more people.

- We’ve been updating our Eucharistic services – we have made a start in reviewing the liturgy of non- Eucharistic services – making sure they have depth and at the same time, are accessible at many levels.*
 - We recognise Baptisms, weddings and funerals as key in mission.*
 - We shall be updating the Parish website – because it is the notice-board for many more people especially the occasional worshipper or visitor or newcomer to the parish – we’ll update our welcome on it and what it says about us as a worshipping community.*
 - And in time, to consider the possibilities for better technology here– a screen and projection facilities.*
 - And the theme running through it all – that what we do - we want to do well AND ENJOY – which may mean doing less things.*

There is also, an overarching need to talk and live with a new realism about the times we are living in – this is as true for the Church, as it is for us as a Five Alive Parish as it is for the 4 benefices.

The need to face the challenges of the present day becomes more urgent – Our diocese last year had a deficit of £1million – that is expenditure exceeding income by £1million in the year to 31st December 2018. We know that the greatest expenditure is on clergy stipends. There hangs in our diocese, a very big question mark over how many stipendiary clergy we can afford.

Alongside the financial concerns, in many churches, the demographics of congregations tell a story, and it is increasingly difficult to fill the roles of wardens, church appointed governors, and treasurers – for a variety of reasons.

So working with the themes we’ve identified here in this Parish is timely and will open new possibilities for what Church may be, in the next ten years.

In terms of our financial responsibilities as the Five Alive, we’ll take a look at financial stewardship later this year.

Our approach to financial giving has I think two strands – there is the one that says this is my response to a generous God who is Creator of all the world and brings a fullness of life – and there is the one that responds to the financial cost of what we expect or want the Church to be. Both are important in our approach to how we give, within the framework of what we can individually afford.

In both, it is helpful occasionally to look at what we give to the Church and to compare it with what we spend on other things – and to ask – is this still appropriate – or could I review it upwards? The Parish Giving Scheme will help us to do this.

The other dimension to all this is our relationship with the Bowland, the Flyfords, and the Drakes Broughton benefices.

It’s fair to say, that the benefices are at different stages; firstly, of how each identifies as a benefice and secondly, how each understands the informal grouping with other benefices. There is a disparity between the number of services held in a church with the numbers attending – we are moving towards some churches becoming “festival churches” which reduces the legal responsibilities for those churches, reduces the number of services, and should encourage more people to move between churches within the one benefice.

Representatives from each benefice will come together for a consultation meeting on the 22nd May. We shall be able to discuss some of the ideas for

*how things may look in the future. The standing committee will represent the Five Alive, but I stress, this is a consultative meeting – an opportunity for wardens, clergy and others from the different parishes to listen and to share views, before we move forward again together.
I began by saying “thank you” and I shall conclude by saying “thank you”.
Thank you to everyone who makes mission and ministry possible here; to all who work with schools; all who offer pastoral care; all who provide hospitality and occasions for people to meet and share; to everyone who works to keep our church buildings open and looking so well cared for; to all who look after the churchyards, who help with baptisms, weddings and funerals; to all who ensure the parish is compliant and professional in safeguarding, finance, and administration; to everyone for their involvement in raising funds for charitable causes outside of the parish; to everyone who fulfils the roles of wardens, parish wardens, lay worship leaders, intercessors, sides-people, musicians, bell-ringers, book-keeper and treasurer, and the clergy, Frank, Nancy, and Stephen who share priestly ministry with me.
And finally and certainly not least, “thank you” for supporting my ministry here – and for your friendship.
We do have challenges as a Church to face - but if we can listen, talk and pray together – laity, clergy, parish and diocese – and think creatively – I believe what will emerge will be holy and fit for purpose – which IS God’s mission.*

4.3 Church Wardens:

CW expressed the parish’s thanks to Sarah for her diligence, involvement in parish and community events, for her pastoral visits, guidance with liturgy, her good humour and support in everything.
Acceptance of Churchwardens’ Report proposed by David Miller, seconded by Wendy Malkinson and agreed unanimously.

4.4 Treasurer:

PG not present at the meeting so SD read his report, the accounts to 31 December 2018 having been previously circulated.

I apologise for not being here, but as you listen to this, Liz and I will be airborne somewhere over the middle east on our way to spend Easter with our family in Australia.

I am greatly encouraged by a number of aspects of our finances this year.

Our overall income was just over £127,000, and our expenditure was just over £127,800, leaving us in deficit by £800. Now, Mr Micawber would at this point say “Misery”, but actually this outcome was much better than we expected. That in turn leads me to be optimistic that in conjunction with some new initiatives from the Diocese to help us with Stewardship and Monthly Giving, we can raise our game in 2019 and pay our new Parish Share in full for the first time in 10 years.

On the subject of Parish Share. There are two pieces of good news here. To start off with, we have succeeded in increasing our Parish Share contribution, especially important as you will already have heard from Sarah that the Diocese had a £million deficit last year. We, in fact, managed to pay £63,000 in

Parish Share, an increase of 5% over last year, but still unfortunately still short of the £91,675 that the Diocese was asking us for.

At this point I need to say a big thank you from the PCC to all of you who kindly last year went through the process of completing the income survey, because the second piece of good news is that your efforts in doing this has helped us to get our Parish Share for 2019 reduced to £75,872, which is about £20,000 less than it would otherwise have been. Coincidentally, we have been consistently telling the Diocese over the last 10 years that they have been asking us for £20,000 more annually than we could reasonably afford. Exactly the same amount as our reduction this year!

So, thank you once again if you contributed to this re-appraisal.

BUT, and this is a big BUT, we feel that now we have received this generous reassessment we must make every effort to pay our Parish Share in full. This we can only do with your continued generous help and support.

It is at this point I would like to explain the coloured charts.

This chart shows how our normal planned giving and in-Church collections have fared over the last eight years.

The top line, in dark blue, is the total and that is the one I would like you to focus on. The other lines show the breakdown of the different ways of giving that make up this total.

I'm sure that you will have spotted that the top line has declined over the last 8 years from just over £48,000 to just on £40,000, a decline of 20%. I'll repeat that last figure. A decline of 20%.

About half of that is made up by us not keeping pace with inflation on our individual giving and the other half by the Parish not bringing in new planned givers as members of our congregation have moved away or sadly upwards.

So, why am I optimistic?

This year the Diocese have introduced a Parish Giving Scheme, which we have been trialling with a small group of volunteers. The trial has been successful, and we have had consistent reports that the rollout of this scheme has been very successful elsewhere in this Diocese as well as a number of other Diocese around the country. This scheme, which we now plan to ask all our generous donors to join, has succeeded in improving giving income by as much as 43% in some Parishes, and we are hopeful that with your help we will be able to at least reverse the 20% decline.

I will not go into detail about the scheme here and now, but I hope that you will be able to support it when the PCC launch it in the next few months.

If there are any questions about the numbers, I (Peter) will be happy to talk to you when I return from Australia.

	<p><i>Now, as always, it is my pleasure to give thanks to all those who have helped the finances this last year.</i></p> <p><i>My first thanks, as always, is to Maggie Grove who despite difficult circumstances and some ill health has done another great job of keeping the books under control, recording all the income and paying the bills. I am only able to do my job as Treasurer because of Maggie's hard work behind the scenes. Please remember that, like so many of our volunteers, Maggie does a professional job for us without any compensation other than our continued thanks.</i></p> <p><i>I would like to thank all those who take and count the collection, particularly the "payers-in": Carol Martin, Diana and Peter Lacy, Adrian Fletcher, Tony Preece and Julian Hawley.</i></p> <p><i>Please can I ask you all to show your appreciation to Maggie, the payers-in and counters-up, and everyone else who has helped on the finance and admin side.</i></p> <p>SD thanked PG and Maggie Grove for their exceptional work on behalf of the Parish. Adoption of the Financial Report was proposed by John Allsop, seconded by Margaret Hawkins and approved unanimously.</p> <p>4.5 Fabric: Report previously circulated. Patrick Palmer listed the work, mainly electrical to be completed across the five churches following the Quinquennial Inspections. SD thanked Patrick Palmer and the members of the Fabric Committee for their work on the Parish's behalf. She also thanked all the volunteers who look after the churches and churchyards on a weekly basis. Adoption of the Fabric Report was proposed by Muriel Mitchell, seconded by David Hawkins and agreed unanimously.</p> <p>4.6 Deanery Synod: Report previously circulated in Annual Review.</p>	
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<p>5.</p> <p>5.1</p> <p>5.2</p> <p>5.3</p> <p>5.4</p> <p>5.5</p>	<p>Elections</p> <p>Deanery Synod: Liz Gardner (Secretary) and Richard Mumford are Parish’s representatives on the Deanery Synod, leaving two vacant positions.</p> <p>PCC: The PCC for the coming year is as follows: Revd Sarah Dangerfield Priest in Charge ex officio Revs Gary Noyes (GN) and Emma Goldby (EG) Associate Priests ex officio Meredith Debenham Church Warden Celia Willis Church Warden John Allsop (proposed Carol Oldfield seconded Sally Hutchinson) Julian Hawley (proposed Celia Willis seconded Carole Oldfield) Helen Fowler (proposed Liz Gardner seconded R Mumford) Liz Gardner Deanery Synod Representative ex officio Peter Gardner Treasurer ex officio Martin Ounsted (proposed Bill North seconded Muriel Mitchell) Peter Harris Susan Hiscocks Richard Mumford Deanery Synod Representative ex officio Carol Oldfield (proposed Sally Hutchinson seconded Robin Oldfield)</p> <p>Elected Deputy Church Wardens: Martin Ounsted with Philip Hildesley Carol Martin with Carol Oldfield Liz Gardner with Wendy Malkinson Helen Fowler Peter Harris Elected unanimously. SD thanked all the wardens for their continuing work for the Parish.</p> <p>Electoral Roll Officer: Parish Administrator, Carole Oliver proposed Carol Oldfield seconded Carol Rosier elected unanimously.</p> <p>Independent Examiner: Philip Hildesley proposed and Helen Fowler seconded that Clement Rabjohns should continue as Independent Examiner. Agreed unanimously.</p>	
<p>6.</p>	<p>Annual Review SD thanked everyone for their contributions to the Annual Review. That</p>	
<p>7</p> <p>7.1</p> <p>7.2</p>	<p>AOB</p> <p>Carol Rosier reported that she found the Annual Report, clear, concise and a good read.</p> <p>Jane Bugg thought it would be helpful if PCC members’ names appeared in the Five Alive Magazine.</p>	

7.3	<p>She asked that the Parish should be more aware of green issues and asked how, along with other churches, Five Alive could form a 'Green Group to concentrate of eco matters. SD advised that the Diocese is supporting an Eco-Church information evening on 30 April 2019 at St Andrew's Centre, Pershore. As well as giving more money to the Church, JB wondered if money could be saved.</p> <p>David Hawkins suggested that each church is at the heart of its village and should get more involved in community and community events.</p> <p>The meeting ended with the Grace at 8.25pm</p> <p>Signed: _____</p>	Date: _____
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