



**Haslemere PCC**  
**Minutes of the meeting held at the Link**  
**on Monday 15 January 2024 at 7:30pm**

**Present**

Chris Bessant	Rector (Chair)
Andrew Culshaw	Treasurer
Gareth David	Churchwarden
Hamish Donaldson	
Bridget Leary	
Cathy Moore	Safeguarding
Justin Manley-Cooper	Associate Minister
Geoff Martin	Churchwarden
Katie Morgan	PCC Secretary
Alistair Morgan	
Debbie Pett	
David Sewell	
Andrew Silk	
David Simmons	Deputy Churchwarden
Stephen Vaughan	
Richard Parker	

The meeting was opened with a prayer led by Rev'd Chris.

	<b>Agenda item</b>	<b>Action</b>
1.	<b>Apologies for Absence</b> : Geraldine Lambrechts, Simon Ingram	
2.	<p><b>Minutes of meetings and Matters Arising from November 2023.</b></p> <p>Legacy Finance update: DS has drawn up paperwork / brochures (Kari has helped on this). Will meet with Churchwarden/AC to progress.</p> <p>Christmas windows – After what felt like a slow start this year, this was once again a great success. Involvement of 14 schools had a very positive effect. Working hard to get additional schools involved for the future.</p>	<b>CB/DS meet CW &amp; AC to progress Legacy Finance.</b>
3.	<p><b>Rector's Report and Updates</b></p> <p><b>a. Personal Statement</b> Apology to the group for reaction at last meeting.</p> <p><b>b. Operational Working Group</b></p> <p>As the ministry increases, there are additional demands on Rector's time and ability to meet operational requirements, potentially leading to an impact on the efficiency and ministry of the parish. By setting up an operational working group</p>	

	<p>(focus on buildings, finances etc), this can alleviate some of these demands on his time. There is a benefit of having 4-5 organisational minds working on these areas rather than just one. Skills recruitment and external policy are the most important area for this. We have a wide remit of skills in our congregation who are willing to serve and help – who are they and what can they offer?</p> <p>Part of being an inclusive church is looking at our congregation and involving them to suit their skills.</p> <ul style="list-style-type: none"> <li>- JMC happy to sit on it the subgroup, but not chair. Couple of people from the PCC are essential.</li> <li>- Anticipate meeting Quarterly.</li> <li>- Come forward if you wish to be considered.</li> </ul> <p><b>c. Christmas Outcomes</b></p> <p>Church being seen in the community has a huge impact on church numbers, with an increase in attendance across the entirety of Christmas services. Should we do a deep dive to establish what we are doing to encourage this attendance and how we can continue to grow?</p> <ul style="list-style-type: none"> <li>- Nativities were great – shout out to Victoria.</li> <li>- Richard Parker – encountered new people both at the town carol service and the church carol service. Can we produce a leaflet with our services, website details, parish office number etc, to hand out (use the PCC members to distribute the leaflets).</li> <li>- GD – Haslemere Society use post office for targeted leaflet drop – can we explore this as an option?</li> <li>- Well done to Chris and Justin for their hard work over the Christmas season. Noted having David Wilbraham on board helped to share the load.</li> </ul>	<p><b>Action: PCC members to notify Chris if they wish to be involved in operational parish working group.</b></p> <p><b>Actions: Print a leaflet/postcard next Christmas to hand out at Christmas services.</b></p> <p><b>Investigate targeted leaflet drop using post office.</b></p>
4.	<p><b>Racial Justice Covenant – AC</b></p> <p>Working group reviewed the proposed wording of the Diocese, in conjunction with thoughts and comments shared by the PCC to develop clear goals.</p> <p>Feedback from the PCC at the last meeting which fed into the working group review was:</p> <ul style="list-style-type: none"> <li>- It was recognised that is difficult to commit to improving our racial diversity as this was out of our control. Is it a commitment to do that or our best efforts?</li> <li>- Feeling that the diocese was offering us an invitation to accept the covenant, however we didn't feel we had the scope to not accept it as aware other parishes were taking it on.</li> <li>- Concerns about the total scope of inclusion beyond racial justice.</li> </ul> <p>Conclusions from the working group's review:</p> <ul style="list-style-type: none"> <li>- There is no requirement to measure or report the makeup of our congregation – it's more about challenging ourselves.</li> <li>- Wording is not dogmatic, there is flexibility to adapt.</li> <li>- Inclusivity of other groups - we are already looking at welcome of the church in general.</li> </ul> <p>Beyond the Racial Justice Covenant, we need to look at what we can do, make sure inclusivity is balanced to include all, and show in good faith that we are doing our best to the wider community to challenge ourselves (we are monoculture by nature, but <b>seek to improve</b> our inclusivity/representation).</p> <p>By challenging ourselves we might decide we are doing the best we can.</p>	

	<p>Hamish – issue of measure was a concern for him as how do we agree to change something if we don't measure it. Also didn't like wording of transparency and want to include maintaining. However, there is an argument that saying we are maintaining our diversity suggests a level of complacency, perhaps encouraging is a much better word.</p> <p>CB commented that from a theological perspective, if you call something a covenant, it is the highest promise guaranteed by God. There is no consequentiality to a covenant – it is our promise to God, met with his grace. But the issue with the Racial Covenant is that it's a document then turned into contract type wording which has clouded the issue. CB will feed back to Bishops Council on road testing documents such as this with a number of Parishes in the future.</p>	<p><b>Action: working party to take on board comments to bring a refined document back for review/ approval.</b></p> <p><b>Anyone with thoughts send to working group to pick up the points they wish to be included.</b></p>
5.	<p><b>Parish Vision</b></p> <p><b>a. Welcoming Church and Inclusion (GD)</b></p> <p>Gave a brief overview of outcomes of meeting with a small group to gauge approach and current thoughts on subject. Further work to follow as an outcome of this meeting with a small working group. Chris already has some people in mind but would be welcome to anyone from the PCC to contribute.</p> <p>Noted that it is all the PCC member's role to welcome everyone, but the group should look at how we empower the whole congregation to be welcoming – we all have a part to play to welcome and follow up with new people.</p> <p><b>b. General Synod and Prayers of Love and Faith</b></p> <p>CB and JMC gave a briefing to the PCC on the Prayer of Love and Faith, and how it pertains to our parish situation at this point.</p> <p>CB outlined the timeline with General Synod since 2017, explaining how the last six years had shaped the lamentable situation to how it is now. CB was very concerned about how the General Synod and the House of Bishops had been divided, to the extent that the democratic approach and resulting voting patterns had led to no decision that could be implemented in parishes. CB further explained how the divided nature of the debate and decisions were a major risk to parishes, and particularly to Haslemere at a time when our concerns are primarily towards continued growth and the expansion of our ministry. CB was strongly of the opinion that until the Prayers of Love and Faith, with its resulting ministry provision, have passed a General Synod vote of doctrinal acceptance under Canon B2, that PLF should not be considered further for ministry by himself or JMC.</p> <p>JMC continued the briefing by explaining the actual effects of the Prayers of Love and Faith upon concepts and realities of pastoral ministry. Of particular note was the complexity of pastoral ministry and how it pertains to clergy conscience. JMC explained that to distract sacramental services with blessings for couples was deeply inappropriate. Further patterns were given on the likelihood of couples seeking blessings for civil partnership, which are very rare or unknown in our experience of parish ministry.</p>	<p><b>Action: CB to share Bishop Andrew's advice.</b></p>
6.	<p><b>Gardening Calendar - Policy Reviews and Planned Items</b></p> <p>Annual Return (Figures) – completed.</p>	
7.	<p><b>Regular Reports</b></p>	

	<p><i>Reports to be issued prior to meeting. If you have any questions, please contact the person named.</i></p> <p><b><i>Reports will be discussed only if there are decisions to be taken.</i></b></p>	
	a. <u>The Link Reimagined:</u> AC/DP/CM	
	b. <u>St Christopher's Team:</u> CM	
	c. <u>Families and children's Groups :</u> GL	
	<p>d <u>Safeguarding:</u> CM.</p> <ul style="list-style-type: none"> <li>- Vacancy after APCM. Great work by Cathy – will be a big pair of shoes to fill. Please be prayerful. Have someone in mind who will talk to Cathy.</li> </ul>	
	e. <u>Finance:</u> AC	
	f. <u>Fabric Committee:</u> AC	
	<p>g. <u>School Update:</u>. CB</p> <p>BA finishes as chair of governor but confident there will be someone to fill the position.</p>	
8.	<b>AOB</b>	
	<p>a. Pastoral Teams – note that later in the year we will look at the pastoral/visiting training etc due to some changes in the teams. Tessa to be there to support the wider team. Meeting in March which will inform report back to PCC later in the year.</p> <p>b. John Harvey – stepped down. Recorded our thanks to him for his work.</p> <p>c. Diocesan Synod – there was a great presentation by the young people, which has led to thoughts on whether we should include a younger member of the congregation on our PCC (requirement to be 16 years old to be on Electoral Roll). Could we consider inviting one or two younger members to be invited to occasional PCC meetings. Further discussion is needed on this.</p>	
9.	<p><b>Dates of 2024 meetings</b></p> <p>PCC: 18<sup>th</sup> March, 20<sup>th</sup> May, 15<sup>th</sup> July, 15<sup>th</sup> September</p> <p>APCM: 29<sup>th</sup> April 7.00pm</p> <p>SC:</p>	
10.	<b>Closing prayer, Meeting closed at 9.30pm.</b>	

**Church Representation Rules:**

- PCC members = 18
- Quorate to discuss business specified on the agenda = 6
- Quorate to discuss business NOT specified on the agenda = 14

# Church Development Plan for Haslemere Parish

Agreed by PCC on: 15th May 2023

PCC review date: 21st March 2024

#	Priority	Diocesan Goal	Specific Action Points	Owner	Achieved by when?	Resources Needed	Review Date
1	<b>Diversity of Needs</b> This is a specific project to create a Community Hub in an existing church building, allowing community groups and charities to work closely with the church. The Link Community Hub Project requires a careful analysis of the diverse needs of our community.	Growing Diversity	a. Analysis of the diverse needs of our community. b. Fundraising of approximately £2m c. Large scale building works	The Link Community Hub Team	31/12/2025	Following all fundraising and technical building work, there will be considerable piece of organisational and theological work to help embed the community hub into the life of the parish.	
2	<b>Welcoming Church</b> To understand and improve our attraction and joinability as churches.	Growing Community	a. A wide look at our joinability as a church in terms of welcome and invitation. b. Consideration of our pastoral approach to occasional offices and follow-up. c. Links to the communications and fellowship groups work below.	A new team to be formed from PCC members and others	31/12/2024	This project begins with a research phase, to look at ourselves carefully as a church. Where possible, we should like to be aware of other parishes which have worked effectively in this area.	
3	<b>Reaching People</b> A major overhaul of our approach to communications both within the churches and out to the parish.	Growing Community	a. Identification of all channels of communication. b. Create a means to schedule and trigger messages. c. A review and rebuild of our website and social media presence.	Rector and Parish Administrator	31/12/2023	Guidance on best strategic use of social media.	
4	<b>Fellowship Groups</b> We wish to create a structure of fellowship groups where church members can meet in various ways. We feel such a structure is an important part of invitation and helping newcomers to settle, in addition to further faith and discipleship.	Growing Disciples	a. To understanding the best way to provide a network of fellowship groups with our church model. b. To ensure that fellowship groups integrate with other aspects of church life, such as pastoral, worship and	Clergy and existing homegroup leaders	31/12/2024	We shall benefit from understanding small groups strategy in a traditional church model.	

# **Future Vision and Development in Main Areas of Church Life**

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*Updated July 2023*

## **Significant Achievements for 2023**

Launch of a new Older Children's Group (13+)  
Launch of Sunday Families (morning Sunday School)  
Employment of a new Parish Administrator  
Establishment of a new Parish Vision  
Completion of curacy for Justin

## **Significant Achievements for 2022**

Launch of a new Older Children's Group (8-12)  
Launch of a new Junior Choir  
Establishment of First Communion  
Mid-week ministry to the elderly – pop-in café  
Re-establishment of nursing home ministry.  
Launch of Hearing Champions Ministry.

## **Worship and Occasional Office**

All-age services \ morning worship accessibility for young children. [Completed.](#)  
Establishment of an acolytes team. [Completed.](#)  
Establishment of First Communion. [Completed](#)

## **Children and Families**

Families@4 to move to twice monthly. [Completed.](#)  
Establish a regular meeting Families@4 team. [Completed.](#)  
Establish better branding, communications and cross-over with other areas of church life. [Completed.](#)  
Greater integration of First Steps into the wider Children and Families ministry. [Completed.](#)  
Launching of a new older children's mid-week group. [Completed.](#)  
Launching of a new Parish Junior Choir. [Completed.](#)  
Launching of a new 13+ youth group. [Completed](#)

## **Pastoral**

Re-establishment of the pastoral team to operate under Covid-19 restrictions. [Completed.](#)  
Create a strong link with The Hunters Centre. [Completed.](#)

Mid-week ministry to the elderly – drop in café possibility? [Completed.](#)

Re-establishment of nursing home ministry. [Completed.](#)

Re-establishment of Haslemere Hospital ministry.

## Schools

Integration of new Children and Families Worker into St Bart's School. [Completed.](#)

## Education and Spirituality

Increasing spiritual breadth with the arrival in Grayswood of Revd Elaine Collins. [Completed.](#)

Aims towards quiet days, healing, rules of life and spiritual direction ministry.

Establishment of Lent and autumn courses. [Completed.](#)

Increasing network of home group support and learning.

## Finance, Fabric and Administration

2022 Stewardship campaign to increase regular giving in spring/early summer. [Completed.](#)

Completion of Flemish Glass. [Completed.](#)

Completion of St Christopher's Organ repair. [Completed.](#)

Review of Churchwarden's role.

Long term consideration for use of The Link, with planning for possible major redevelopment. [Current.](#)

Establishment of a fundraising hospitality group. [Completed.](#)

Redecoration of the StC upstairs room. [Completed.](#)

Provision of a lightweight altar for St Christophers.

Upgrade of audio/visual infrastructure at St Christophers.

Review of donations and legacies strategy.

## Communities Engagement

Building upon our relationship with the High Street and Wey Hill shops. Establishment of Revd Justin as High Street Chaplain. [Completed.](#)

Research into the establishment of a permanent presence on the High Street.

## Vocations and Training

Continue to explore vocations with individuals.

**Attachment: Annual Calendar for PCC Review**

<b><u>Month</u></b>	<b><u>Required</u></b>	<b><u>Administration</u></b>	<b><u>Briefings</u></b>
May	Charity Commission (KM) Safeguarding Policy (CM, DS, R, GR)	Health, Safety & Risk Policy - next review 2024 (AC,KM)	
July			
September	Safeguarding Self Audit	Financial Exposure Authorities	
November	Budget Constitution of Standing Committee	Data Disclosure – next review 2024 Lone Working – next review 2024	
January	Annual Return	Building Hire Agreements – next review 2023	
March	Annual Accounts	Outward Giving Policy – next review 2025	



