Minutes of a meeting of the St George in the East PCC held on 20 November 2022 at 12 .15

Present Fr Richard Springer (Chair) Trish Bing; Miriam Brittenden; Nathaniel Darling; Alan Dorji; Jane Earl; Rev Alanna Harris; Phil Hogan; Francelise Mamilonne; Xander O’Riordan; Annadale Ramanoop

Apologies for absence were received from Rob Hayward; Ivonne Lojan- Maldonado; Fr Angus Ritchie;

Richard opened the meeting with prayer.

1. The **Minutes** of the meeting held on 16 October 2022 had been previously circulated and were agreed as a correct record.

2.JE reported on the **actions** from the last meeting and confirmed that most were in hand. It was noted that

* Letter to the diocese re property and insurance still needs to be drafted – JE
* Vestments chest was not donated so action to seek removal is confirmed -KP
* The letter to the diocese on the Cimon Fund and curacy housing was sent and has been circulated to the PCC. A full response is awaited
* 1:1 conversations about the. Church priorities are still underway – ACTION ALL to complete before January PCC

**3.Open Table support**

Fr Richard presented a paper setting out a proposal for a trial three-month secondment of Corrinne Louis from CTC to support the Open Table. The role would be line manged by Angus Ritchie and would be for 2 days a week, with a clear set of measures by which the success of the trial would be judged, including feedback from the Open Table team.

The PCC **agreed** that the next steps would be for an interview to be held with Corinne to include Annadale and Xander, and the criteria to test the success of the trial be circulated to the PCC - ACTION RS/ AR/ XOR

**4.Safeguarding**

As the safeguarding lead, MB updated the PCC on three things

* Work is still underway on getting the faculty for new exterior lighting . More work is to be done on implementing the policy for lone working Action KP/ AH/MB
* Only a few PCC members still need to complete the online training. MB/ RS are following up
* There were no other safeguarding concerns to report

**5.Youth work**

Fr Richard presented a paper from Ed Babu on the work done on youth ministry, over the last year. He noted that it had been a tough start , but fruits were now beginning to show and there were plans to deliver and develop the work for the future with our own young people and with those from other churches in the area.

In discussion the following points were raised

* How does this role fit with the proposed role of children’s pastor? It was noted that the work Ed does is with teenagers and the new role would concentrate on the younger children
* How do we build sustainable and long-term support for the children in our community
* How do we make sure we keep the older teenagers in church on a regular basis
* How we let the wider congregation know about the work which is going on in other groups by PCC members attending some of the work which is going on and by inviting Ed to talk to the wider church
* What new things can we do to attract the group of children who are about to start secondary school
* A desire to know what the impact from young people has been- Xander agreed to go along to a session and report back in January
* A summary of the salary costs represented by the cost from CTC and the way in which the time is used was requested – ACTION RS/EB

Following the discussion, the PCC AGREED in principle to continue to fund this work initially until the end of the school year, and to have a review at the March PCC. – ACTION JE

**6.Use of church flats and property**

Richard referred to papers circulated about the background to the use of church flats and posing questions about how we balance the drivers of mission and money.

Following small group conversations, the following points were raised

* Two missional flats seemed like a good idea – should it be a one bed and a two bed?
* No cost to SGIE for the flat in Watney Market
* Missional rents are based on London living rent figures
* Should we look at raising rents for crypt tenants?
* Are rents too high for flats? There were a range of views
* What does missional rent require people to do?
* Do we need a more formal process to set this out
* What is process for allocating missional flats?
* How are rents set – is this done by external advice? It was confirmed that we use a local estate agent to benchmark the commercial rents
* How does the use of the flats relate to our wider campaigning about affordable housing?
* What works are needed to Flat 3 to make it liveable
* How do we balance our responsibility as a PCC to make best use of the flats and our charitable assets, and be true to our campaigning for affordable housing

In concluding this part of the debate, the PCC agreed the following actions

1. Need for process of reviews while being mindful of the need to make good use of charitable reprices and of housing law to make sure flats are safe and that we are good landlords
2. Discussion with the diocese about possibility of housing ordinands
3. The urgent work needed to Flat 3 to be undertaken as quickly as possible
4. Further consideration about the impact of having 2 missional flats and two commercial rent flats, with proposals about what are the obligations for missional rents
5. Approach to the commercial tenants to look at their rent levels ACTION KP/ RS

**7.Management accounts**

The management accounts showing that the financial position was still slightly better than had been expected were noted with pleasure. Questions raised included

* What does the “other income” line reflect
* Is the reduction in church rental a continuing problem and is there anything to be done to improve this
* Continued need to drive individual giving in church
* Hardship Fund accounts still not right in the management report.

The PCC agreed to note the report and to ask KP/ RH to respond to the questions.

Rich also reported that Rob Hayward was planning to stand down as treasurer, and asked colleagues who might be interested in taking the role to approach him. ACTION ALL

( Nathaniel left the meeting at this point)

**8.Budget**

RIchpresented the budget and noted the requirement to draw down around 100k from reserves to fund building repairs. He referred to the big task for the PCC and for the church to think about whom we use and protect the site for the next 50 years, at the same time as delivering on our mission ambitions.

He noted that we have budgeted £87k for Common Fund contribution although but we have at this point only offered £60K

The following actions were agreed: -

a) Need to review the rent levels of the commercial tenants – KP

b) continue to press the Diocese for response about curacy housing costs but agree that we are committed to making the full common fund contribution

c) note that the TBW grant covers salaries

d)Note that the Choir church foundation is now up and running so won’t be in our budget for the future

e) communicate to the congregation and others that the church costs £1000 to run every day of the year and to begin the process of thinking about how to raise money for the building and continue to rise money for our mission.

f) review the budget for utilities in light of current price rises to make sure that we are budgeting appropriately

g) look at investment to uprate the internet ACTION KP/JE to discuss

On this basis, the PCC accepted the draft budget for 2023

**9.Actions**

* 1 : 1 conversation to be completed by 15 January – ACTION ALL
* Building works to promote safeguarding to be completed - KP/ AH/ MB\
* Open table support resource to be pursued – RS/ AR/ XOR
* KP/ RH/ RS/ JE to follow up on actions from the management accounts and the budget, including approached to commercial tenants about rent increases
* Property actions to be followed up by KP/JE/ JH/ RS and FL
* Youth worked – XOR to attend a youth session and to report back, and youth approach to be reviewed at March PCC -

1. **Date of next meeting**

15 January 2023 at 12 – 130, and social on 1 December 2022 at 630