



St Michael and All Angels, Ledbury

Minutes of Parochial Church Council - 20 July 2022

Present: Keith Hilton-Turvey (Chair)
David Houghton (Churchwarden)
Cath Beech (Churchwarden)
Andrew Beech
Stephen Cheetham
Sue Cooper
Maria Dineen
Benjamin Hilton-Turvey
William Hopkinson
Tim Keyes
Lisa-Jayne Lewis
Christabel Panter
Anne Scull
Peter Scull
Diana Veasey
Peter Veasey

Apologies: Ian James, James Smith, Will Wake

985. Keith Hilton-Turvey opened with Psalm 119:129-138 and prayer.

Minutes of previous meetings

986. The minutes of the meeting held on 18 May were agreed unanimously.

987. The minutes of the meeting held on 14 July were agreed unanimously, subject to the word “felt” being replaced by “reported” and the deletion of “which she thought too stringent” in the first sentence of paragraph 974.

988. The minutes of the Standing Committee held on 4 July were noted.

Safeguarding

989. Annie Lindon has agreed to replace Jenny Bury as safeguarding officer. Keith Hilton-Turvey personally thanked Jenny for her work. Christabel Panter, seconded by Sue Cooper proposed a vote of thanks on behalf of the PCC, which was agreed unanimously.

PCC awayday

990. The awayday will take place on 27 August at the Education Centre at St Michael's Hospice, Bartestree. It will start at 9.30 for 10.00 and end early afternoon. The Ven. Derek Chedzey will lead and facilitate. An agenda and document for the meeting will be circulated in advance. Maria Dineen offered to make a presentation on critical success factors.

Action: Keith Hilton-Turvey/Maria Dineen

Communications

991. Nothing to report, other than the continued need for a replacement chair and two additional members.

Prayer chain

992. Georgina Hicks has agreed to be Prayer Chain Co-ordinator. She will meet Keith Hilton-Turvey to plan how to take that forward. The role of Pastoral Care Co-ordinator has still to be filled. As well as drawing up a pastoral care plan, it was hoped to make the church more dementia friendly.

Action: Georgina Hicks/Keith Hilton-Turvey

Website

993. Stephen Cheetham explained that he proposed to update and improve the website by migrating it to a new URL and then developing the new website in parallel to the existing one. The cost of a new hosting package would be approximately £70/year. He asked members to submit pictures of the church and details of church events to be published on the website.

Action: Stephen Cheetham

Church office

NOTE: PLEASE KEEP THE FOLLOWING DISCUSSION CONFIDENTIAL UNTIL SEPTEMBER 2022

994. Stephen Cheetham acknowledged that the church was in a poor financial position, with an increasing deficit forecast. He reminded members that, as charity trustees, all had a legal duty to ensure the financial wellbeing of the charity.

995. To close the gap, Stephen proposed that the church office be closed (saving some £8,000 per year), and that Sarah Williams' one-year contract not be renewed after it expires on 31 August. Sarah would be entitled to some £3,000 for her redundancy; this would give a net saving of £5,000 this year, rising to £8,000 per year thereafter. Stephen felt that the work currently being carried out by Sarah could be filled by volunteers. Kate Cheetham had offered to co-ordinate bookings for concerts, weddings and funerals. It would also be possible to install a voicemail message that could transfer enquiries to the appropriate person at a cost of some £100/year. Maria Dineen believed that the office could, from time to time, be occupied by people working from "home", who might

simultaneously act as contact point for the church. To give time for alternative arrangements to be devised, consideration was given to offering Sarah an additional six-month contract.

996. In discussion concern was expressed at the loss of personal contact for those seeking to contact the church. It was, however, also pointed out that few people these days visit the office in person; most making contact by phone or online. Lisa-Jayne Lewis asked that careful consideration be given to how a decision to make Sarah redundant might play out publicly, and that an appropriate message be developed to prevent adverse publicity.

997. The PCC was reminded that prayer was needed to resolve the church's financial issues, and that it would be right to pray for £8,000 to obviate the need to close the office this year. Stephen Cheetham proposed that the church office role be cut, seconded by Lisa-Jayne Lewis. A planning team, consisting of Keith Hilton-Turvey, David Houghton, Stephen Cheetham (with Lisa-Jayne Lewis as communications co-ordinator), would consider how to bring this to fruition, subject to diocesan advice on redundancy aspects. The co-ordinating group would be given the option of extending Sarah's contract period by up to six months. This was agreed with 13 votes in favour, none against and one abstention.

Action: Keith Hilton-Turvey/David Houghton/Stephen Cheetham/Lisa-Jayne Lewis

998. Stephen Cheetham warned that the fee for concerts etc. must at least cover the church's costs, especially in winter given the recent sharp rise in energy costs. Fees would therefore need to rise. Peter Scull warned that hosting concerts was a useful way for the church to offer itself to the community, and that the church should be careful not to price itself out of the market.

Fabric

999. Andrew Beech reported that faculty applications for the chapter house lighting and for the projectors and drop-down screen were at the public consultation stage.

1000. Andrew introduced a paper setting out proposed priorities for the three major items of work recommended in the current quinquennial report - to be completed by 2026. These were replacing the flash banding in the roof valleys, repointing the spire and refurbishment of the rooms above the meeting room and north porch ("the upper rooms"). The Fabric Sub-Committee believed that progress on refurbishing the upper rooms was linked to progress with the BWG reordering suggestions. It was agreed that the work would be tackled in the order proposed over the next four years. Detailed proposals would come forward at the appropriate time.

Audio-visual desk

1001. Lisa-Jayne Lewis introduced a proposal to install an AV desk towards the rear of the church, in the northern part of the nave. This would involve removing one of the long 6m pews and replacing it with one of the shorter, 2.6m, pews currently stored along the south wall. In the space thus made available an AV desk would be placed, sitting upon a plinth to give a greater field of view to the desk operators. Placing this on the north side of the nave would allow trunking to be placed within the existing floor ducts. The churchwardens pews would be moved to the third row from the rear of the church. Andrew Beech pointed out

that the proposal would require a faculty. Lisa-Jayne proposed, seconded by Benjamin Hilton-Turvey, that the PCC accept the idea in principle, subject to more detailed work. This was agreed unanimously.

St Katherine's

1002. David Houghton said that proposed changes to the church office (see above) could have a large impact on the management of the hall.

Baptism

1003. Diana Veasey proposed, seconded by Sue Cooper, that the Baptism Review Group be invited to come to the November PCC Meeting with a draft baptism policy. This was agreed unanimously.

Action: Baptism Review Group

Other business

1004. Andrew Beech presented a reproduction of the Greverade altarpiece painted by Hans Memling that had been found in the upper rooms when cleared recently. It is listed in the inventory, but there is no indication of when it arrived in the church, or where it might have been displayed prior to removal to store. He felt that it deserved to be displayed somewhere in the church. In discussion, there was some support for selling the piece, but others felt that it should be displayed in St Anne's chapel as an encouragement to prayer. Andrew proposed, seconded by Cath Beech, that the piece should be displayed. This was agreed with ten votes in favour and three against. Displaying the piece would require a faculty.

Action: Andrew Beech

1005. Christabel Panter sought help transporting tables to the CMS coffee morning on 6 August.

1006. Ann Scull proposed that Max's fish van be allowed in the churchyard on 11 October during the town's October fair when its normal parking space will not be available. This would be a repeat of the arrangement in 2021. This was agreed unanimously.

Action: Ann Scull

Next meeting

1007. The next meeting will be in St Katherine's Hall at 7.15pm on Wednesday 21 September.

The meeting closed with the grace at 9.17pm.