

Trinity Church

ANNUAL MEETING

Monday April 29th 2019 8pm



1. Welcome, Worship and Prayer

2. 'Vestry' meeting

Attendance and Apologies

Attendance: 89

Apologies: 16

See attached list for attendees & apologies

Appointment of Clerk to Meeting

Jenny Harris was unanimously appointed as Clerk to the meeting.

Minutes of 'Vestry' meeting 24.4.17

It was proposed by Garry McCrea and seconded by Helen Stott that these Minutes be accepted as a true and accurate record of that Meeting. All in favour.

Matters Arising

There were no matters arising.

Election of Churchwardens

Thanks were expressed to James Mears and Helen Stott for the way they had served for the past year. They have both agreed to stand for election for this year.

James Mears had been proposed by Alex Webb-Peploe and seconded by Andy Cook.

Helen Stott had been proposed by Luci Jobson and seconded by Dave Lee

There were no other nominations and James and Helen were election as Church Wardens for 2019.

3. **APCM**

Minutes of APCM 23.4.18

It was proposed by Gareth Dickinson and seconded by David Baker that these Minutes be accepted as a true and accurate record of that meeting. All in favour.

There were no matters arising.

Reports:

◆ ELECTORAL ROLL - Julia Thomson

At the APCM on 23 April 2018 the number stated on the Electoral Roll was 398.

As at 15 April 2019, Electoral Roll is 340, a decrease of 58 members.

Thanks were expressed to Julia for keeping the electoral role up to date.

◆ Leadership Report - Andrew Blyth

Andrew presented a slide show of the many activities undertaken at Trinity during 2018, and he thanked all members who had been involved in the activities and for the support given.

It was noted that the Street teams were not represented, and this will be added to the review.

All in Vision Highlights:

All in with God:

- A review of celebration structure is to take place in 2019, as it was becoming a bit samey.
- Morning Service time is to be moved to 10am
- A family time of worship is to be introduced on a monthly basis, to include an extended time of worship [20mins], to allow the whole family to be together. This will also include a greater emphasis on giving and prayer.
- The number of people in Life groups was raised as a concern, and a review of these is to take place in early 2019.
- Hils is stepping aside as Life Group Co-Ordinator, and she was thanked for her many years of faithful service in this area.
- Connect Groups are to be continued as a group for people to attend between first attending/alpha and getting involved. This will be run by Nikki and Andrew Blyth.
- Healthy Habits - this personal discipleship course has been compiled by Tim Grew and Mike Fuller, is to be launched in the autumn of 2019. It will include a web based resource called Walking with God, and course that will run in tandem with Alpha on a Thursday evening.
- Ministry in the Spirit - this continues to be central and key to our expression of faith. To help develop and facilitate this, a Prayer Ministry Training Course is planned, and there will also be another 3rd Person Conference held.

All in with each other:

- Women's Ministry - Nikki reported 2 successful Saturday Morning meetings "Fuelled", attended by women from Trinity and beyond. Zest continues to be well attended as the central bible study, prayer & praise meeting for women on a Thursday Morning.
- Men's Ministry - Nick Stott reported on several successful events, including the Fire Night and Breakfast meetings. Attendance continues to be good. Nick has been granted permission of officiate by the Bishop, as a Non-Stipendiary Minister. Future plans include the launch of men's mentoring partnerships, and an outreach event based around the rugby world cup.
- Giving - Peter to give a full report under finance, but Andrew raised the concern that the church has got out of the habit of giving as a spiritual discipline. This is illustrated by the low number of regular givers and obscured by the number of larger one-off gifts. Andrew is to address this as part of the upcoming sermon series.
- The urgent need to replace the church roof has led to review of all buildings, their use and possible modifications by the PCC. This is still under discussion, but work on the roof is expected to begin in the spring 2020.

- Staff Team - Jill Cheesman was applauded for her long standing devoted service to the church; she retired in 2018. The vast majority of staff team are now part-time, on average wage, and there are an increasing number of volunteers who assist in various areas of ministry.

All in for the World

- Partnerships & Mission - partnerships with external organisations continues to expand, and on good terms with the local community.
- Barry Lambert & Kath Lynch are Foundation Governors at Trinity School.
- Andrew is attending a Town Centre Church Ministers Prayer Group.
- Tim O'Leary continues to be involved with schools outreach.
- The Armoury has been set up by Fresh Hope in the Fusion building and it is hoped that attendance will increase during 2019.
- Kenya Partnership - this continues to grow, and saw the launch of the Red Necklace Project [school girl's reusable Sanitary Towel Project] in March. The Farm Schools project continues to grow, and there are future plans for a Safari initiative and an Alpha style outreach project.
- Alpha has had fluctuating attendance, and a review of structure is planned.
- The Global Leadership Summit will take place in the autumn, hosted by Trinity for this region.
- We continue to pursue Resource Church Status with the Bishop, with a view to this being accomplished by the end of 2019. Potential projects include planting a church into new housing developments, helping with the Coney Hill Mission, Youth Mission and planting a team into churches under threat of closure.

Bishop Rachel - Special Meeting on 19.5.19

Following the abrupt departure of the Senior Pastor & Worship Leader in 2016, progress has been made in healing wounds, restoration and moving forward for a number of people. However, the appointment of Mark Bailey to the Senior Leadership of Encounter Church in Winchcombe has once again brought a sharp focus on old hurts. Whilst both parties have now expressed their remorse, Bishop Rachel has requested that an open meeting be held so that a number of statements can be read out, and time be allowed for an open question and answer session, led by +Rachel. Questions can be submitted in advance, or voiced on the day regarding any of the actions taken over the last 3 years.

This meeting will mark a key point in the church, and a chance for the church to formally turn to focus on the future, putting past hurt behind us. James Mears formally thanked Andrew for co-ordinating this meeting, and expressed thanks to Bishop Rachel for her ongoing support.

◆ FINANCE - Peter Strachan

Audited and signed off copies of the 2018 accounts are filed with these Minutes and can also be read on the Trinity website.

Peter presented an analysis of Income and Expenditure for 2018, presenting a stable position for the year, bank balances, and expenditure by ministry.

The total of £690k was received by regular donations [£570k] one-off gifts [£120k].

A further £120k was reclaimed as Gifts Aid, giving an income total of £810k.

Proposed expenditure for the year had been £988K, being made up of Parish Share [£135k], Salaries [£614k], Operations [£131k] and other expenses [£108k].

As income did not match the proposed expenditure, the following actions were taken to cut expenditure:

Staff vacancy freeze - saved £44k

Other expenditure cuts - £27k

This left an actual expenditure of £911k, giving a deficit of £107k.

A break even budget has been proposed for 2019, and will include a major staff structure review. The PCC will be tracking on-going financial situation with diligence and genuine faith.

Questions were taken from the floor regarding parish share, staff numbers, Sunday attendance, pension contributions, Senior Leadership Team structure, Fiscal Pledges and Operations expenditure.

The Accounts were proposed by Christine Robertson and seconded by Harry Steven.

Thanks were expressed to Peter & the finance team for all their past and ongoing work.

◆ OPERATIONS

Mike Darbandi reported that the church buildings were being used mostly 6 days out of 7, but that a more streamlined approach to usage could be achieved; this is to be reviewed in 2019 as part of the ongoing refurbishment plans.

The church has seen approximately 1000 people attend a variety of meetings over the last year, and 350 children. More than 800 of these adults are registered on Churchsuite.

Levels of engagement with the church continues to be monitored by using the 3 criteria of regular giving, serving on a team and being part of a Life Group.

540 members do at least 1 of these, 340 are doing 2 and 140 are doing all 3.

Mike provided an Operations update regarding:

Buildings and Resources and their upkeep and maintenance in order to facilitate ministry:

- Electrical work in Fusion and Trinity House, and PAT testing
- Updates in equipment in Fusion and Trinity House and staff computers
- Substantial project in Fusion to facilitate the Armoury Gym.
- QI - estimated £500k repairs to church roof, needing key decisions by year end
- Trinity Church Trust is to review the use of buildings in 2019.

Staffing and HR, aiming to be great employers where staff can grow and flourish

- There was no pay rise awarded in 2018 due to financial constraints.
- Review of some staff roles to be undertaken in 2019
- Staff moving on and new staff joining continues to give the opportunity to review admin structures and change some roles
- There were now over 140 volunteers on a wide variety of operations teams.

Safeguarding, taken very seriously to ensure a safe, welcoming environment

- All major policies and working practices reviewed - Safeguarding, Health and Safety, Lone Working, risk assessments of each ministry and well on way with GDPR, and are now complete
- Special thanks to Ann Gate and Neville Page-Jones for their ongoing work in this area.

Communication and Welcome

- The monthly e-news and leadership bulletin will continue in 2019
- Welcome Point Team to get new people connected to continue
- Welcome suppers and Connect Newcomers group to be continued.

Huge thanks expressed to all the 150 people who make all the above happen.

❖ Other Items

Deanery

The Cheltenham Deanery is planning to draw up a Deanery of Churches Mission Plan, and churches will be asked to take the lead on various aspects of the plan.

Appointment of Independent Financial Examiner

Hazelwoods were appointed as the Independent Financial Examiner for 2019.

Election of PCC members

Thanks were expressed to Michelle Dearman who completed 5 out of 6 years and to Madeleine Stanimeros who completed 2 out of 3 years on the PCC, but have now stood down. [[2 vacancies](#)]

Simon Firkin has completed 6 years on the PCC and as such has now formally retired from service. He has however agreed to remain as a co-opted member of the Fabric Team while the Building Project continues. [[1 vacancy](#)]

Jenny Harris and Alex Metcalf have completed 3 years of service on the PCC. [[2 vacancies](#)]

Proposed candidates for membership of the PCC 2019 for the 5 vacancies were as follows

Helen Moss - proposed by Steve Harris and seconded by Julia Thomson

Liz Lang - proposed by Jonathan Daykin and seconded by Josh Chesworth

Andrew Whittaker - proposed by Harry Steven and seconded by James Howell

Alex Metcalf - proposed by Joanna Daykin and seconded by Tom Johnson

Jenny Harris - proposed by Julie Kennedy and seconded by Sharon Turton

There were no other nominations and these were elected as PCC members.

Election of Deanery Synod Representatives

There was only one vacancy on the Deanery Synod and one application:

Mike Fuller nominated by Dave Rowe and seconded by Rod Livings.

was formally accepted as a Deanery Synod representative, having been a co-opted member for the previous year.

Andrew Blyth formally closed the meeting at 9.30pm.

Jenny Harris
PCC Secretary