

Trinity Church

Annual Meeting.

Monday October 28th 2020 7.30pm



1. Welcome, Worship and Prayer

Andrew opened in prayer, and explained the on-line voting system for those attending on Zoom. He then read from Psalm 62.

2. 'Vestry' meeting

Attendance and Apologies

Attendance in the room: 29

Attendance via Zoom: 70

Of those attending 8 were not on the electoral roll and thus not eligible to vote.

Total members eligible to vote thus 91.

Apologies: 4

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 24.4.19

It was proposed by Peter Strachan and seconded by David Jenkins 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 decided to now finish in this role.

Elections for Church Wardens were then carried out; 2 members had stood:

Liz Lang had been proposed by Julia Thomson and seconded by Beth Horlick-Jones.

Barry Lambert had been proposed by Joanna Daykin and seconded by Neville Page-Jones

There were no other nominations and Liz and Barry were elected as Church Wardens.

3. APCM

Minutes of APCM 24.4.19

It was proposed by Dan James and seconded by Peter Strachan 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 24 April 2019 the number stated on the Electoral Roll was 340.

From 30.4.19 to 28.10.20, 31 names had been removed, and 11 names added.

Thus as of 28th October 2020, Electoral Roll is 320, a decrease of 20 members.

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

❖ **Leadership Report - Andrew Blyth**

Andrew presented a summary of the year's progress in various areas. Discussion and questions then turned to the outworking of priorities in the light of Covid-19 - with the following points noted:

All in with God:

- Much positive to report through 2019 and then massive credit to the production, technical and worship teams for enabling all our celebrations to go online during this year.
- A family time of worship had been introduced at 4pm, and had been well received.
- The number of people in Life groups has remained steady, but leaders were feeling the strain lockdown leadership. New leaders training was highlighted for review in early 2021.
- The Connect Group has continued for new people to attend, usually for those between first attending/alpha and getting involved in church life. This continues to be run by Nicki and Andrew Blyth.
- Ministry in the Spirit - this continues to be central and key to our expression of faith, but has seen changes in the way it is performed, in line with Covid restrictions.

All in with each other:

- Life groups - we are so thankful for the role of groups in maintaining community and conscious of the pressures on leaders.
- Women's Ministry - Nicki Blyth continues to lead this. During recent months, there have been several ZOOM meetings and one in-person Saturday morning meeting.
- Men's Ministry - Nick Stott continues to lead this. Reduced capacity at the moment due to Covid restrictions.
- Giving - noted Peter Strachan giving a full report under finance.
- The replacement of the church roof project had been postponed due to staffing issues for the contractor and then Covid-19. Now scheduled to start immediately after Christmas - with original tender cost being honoured.
- Staff Team -further reshaping has taken place and new roles defined. PA to Lead Pastor and Slt to be advertised early in 2021, followed by new Media and Pastoral Care coordination roles.

All in for the World

- In line with Covid restrictions, the Carols by Car light ecumenical initiative at Cheltenham Race Course is planned with a number of town centre churches; consequently there are no plans for a carol services at Trinity Church.

- Barry Lambert & Kath Lynch continue as Foundation Governors at Trinity School.
 - Andrew continues to regularly attend a prayer group of Town Centre Church Ministers.
 - Tim O’Leary continues to be involved with school’s outreach.
 - The Armoury (Fresh Hope project) has continued to open apart from during mandatory lockdown periods
- Mission Partnerships - continue with good connections being maintained.
 - Kenya - planned trips for this year have had to be cancelled due to the COVID pandemic. Funds (£20,000) have been allocated from the Roof Project Tithe to facilitate finishing the conference centre in Kerichio.
 - North Macedonia - project is developing, and funds (£30,000) allocated from the Roof Project Tithe to help build a new church and mission training centre
 - The Global Leadership Summit due to take place has been postponed until 2021.
 - Trinity now formally appointed as a diocesan resource church by Bishop Rachel and invited to lead on a number of plants
 - Coopers Edge housing development - led by a curate who will be licensed to Trinity to form a team
 - Youth church - partnership with Rock and others being pursued
 - Transform ministry - Kings ‘Take-away’ offered instead of Kings ‘Table’ during the COVID crisis. Noted that this had been the only provision in Cheltenham to run uninterrupted throughout lockdowns - much thanks to the dedicated team of staff and volunteers

Andrew concluded by summarising the issues COVID has posed for the church during 2020

- Gaps had been exposed but also priorities clarified
- In some ways, key vision changes have been accelerated
- Future membership and attendance cannot be guaranteed - areas such as Kids, DY and Students have been very challenging.
- Life Groups and leaders have borne a great load - as soon as the pandemic is over we need to take stock of the strategy for groups and the support we give.

A summary film was shown, highlighting all the areas of church activity.

Andrew thanked all who served the church during 2019/20, especially during the last 6 months which have been particularly difficult.

❖ FINANCE - Peter Strachan

Audited and signed off copies of the 2019 accounts are filed with these Minutes and can also be read on the Trinity website.

Peter presented an analysis of Income and Expenditure for 2019

- Income had increased by 9% to £963K.
 - £838k was received by donations and one-off gifts [87%].
 - £125k was reclaimed as Gifts Aid [13%]
- Expenditure for the year had been £973K
 - This represented a 2% reduction on 2018.
 - Key spending areas - Parish Share [£140k], Salaries [£547k] and Operations [£286]

The break-even budget proposed for 2019 had therefore been achieved - thanks to increased giving, cost control including holding staff vacancies and regular tracking by the PCC.

A break-even budget was again being run for 2020.

- The effect of the COVID pandemic on giving would not be fully known until 2021, especially as the regular £3-5,000 per month via the baskets was not being received while the church was closed. However the forecast income v expected income looks solid and we may well end the year with a surplus.
- Massive thanks also for the generous giving to the roof fund which had raised nearly all the funds required (c. £550,000)

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

Barry Lambert reported on Operations & Fabric.

Thanks were expressed to the staff, both paid and unpaid, and volunteers for their time and continued faithfulness to the church during 2019, and now also especially during the difficult periods of lockdown during the first part of 2020.

Thanks was also given to the technical team, for their front and back of house contributions during the streaming of services during lockdown. The live production streamed via YouTube have been widely praised, and watched by many of the church family and others around the world.

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

- Fusion has been modified to facilitate the Armoury Gym.
- Church roof - project is now ready to begin in January, after a delay from the original summer 2019 proposed start. It is expected to last 32-34 weeks.
- Trinity Church Trust is to review the use of buildings in 2021.
- There is a plan to water-jet clean the external stonework during the roof project.

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 was 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 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 continued in 2019 & 2020.
- Welcome Point Team to get new people connected to continue was reviewed, and teams modified during the COVID Lockdown.
- Connect Newcomers group was continued in 2019, and on-line in 2020.

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 Mission Plan, and churches will be asked to take the lead on various aspects of the plan.
- The Synod considered several key topics and debates during the year: discipleship, safeguarding, environmental sustainability, Youth and possible remodelling of the parish share system.
- Also noted some proposal have been considered for remodelling the deployment of clergy posts to create more 'mission posts' linked to church planting.

Appointment of Independent Financial Examiner

Hazelwoods were appointed as the Independent Financial Examiner for 2019.

Election of PCC members

Thanks were expressed to Joanna Daykin [4 years], James DeCourcy [3 years] and Peter Strachan [6 years] for their faithful service to the PCC. [[3 vacancies](#)]

Peter Strachan completed 6 years on the PCC and as such has now formally retired from service. He has however agreed to remain as a non-Executive member of the PCC and continue in his role as Finance Director.

Luke Briner has now moved away from Cheltenham after his marriage. [[1 vacancy](#)]

Liz Lang has now moved into the role of Church Warden. [[1 vacancy](#)]

There were 7 proposed candidates for membership of the PCC 2020 for the 5 vacancies.

As there were more candidates than vacancies, a ballot was undertaken, using paper ballot sheets for those in the church building, and electronically for those attending the meeting via Zoom. Only ONE person per electronic device was allowed to vote, so either multiple devices or a second vote was required where two members were present together.

The following nominees were received for membership of the PCC for 3 years:

Clare Benton	proposed by Chris Lang, seconded by Jacqui Clapp
Helen Coleman	proposed by Emma Holland, seconded by Sophie Whisker
Nick Eden	proposed by Dave Kania, seconded by Alex Webb-Peploe
Dave Rowe	proposed by Neville Page-Jones, seconded by Phil Metcalf
Edmund Smith	proposed by Chris white, seconded by Joel Hill
Alex Webb-Peploe	proposed by James Mears, seconded by Simon Firkin
Sophie Whisker	proposed by Josie Surgenor, seconded by Helen Coleman

The votes were counted and verified by Julia Thomson, Jenny Harris and Kerry Mattholie, and the following were elected to serve on the PCC for the next 3 years:

[Clare Benton](#), [Nick Eden](#), [Dave Rowe](#), [Edmund Smith](#) and [Sophie Whisker](#).

Election of Deanery Synod Representatives

There were two vacancies on the Deanery Synod and two applications:

Milcah Troughton was nominated by Tim O’Leary and seconded by Holly Pratley.

Iona Hay was nominated by Liz Lang and seconded by Clare Benton.

Both were formally accepted as a Deanery Synod representatives.

Andrew Blyth formally closed the meeting at 9.30pm.

Jenny Harris
PCC Secretary
November 2020