



Parochial Church Council Meeting – MINUTES Monday 24th November 2025

2025/26 PCC Members: Stuart Hull (Chair/Warden), Steve Cornick (Treasurer), Nigel Day (Warden), Nick Elbourne, John Fleming, Alan Fryer, Jenny Harris, Paula Jones, Matt Lee (Associate Minister), Keith Loveless, Gillian Mannouch, Kevin Metcalfe, David Morgan, Lisa Perry (Minutes), Ann Powell, Kirsty Pringle, James Sharman, Janine Thomas, Paul Wareham.

- 1) Welcome & opening prayers - Alan F- *Luke 8:22-25 Trusting the Lord in all circumstances.*
- 2) Apologies -ML, ND, JF.
- 3) Approval of Minutes of Meetings on 1st, 29th September and 5th October
1st - Proposed-PJ, Seconded- JS
29th -Proposed - Janine Seconded- PJ
5th - Proposed- KL Seconded - PJ
- 4) Matters Arising (not elsewhere on agenda)- none
- 5) Finance
 - a) Management accounts to September '25...GM (refer to papers circulated) - looking at income we are above budget, great response to appeal, latterly, monthly income dipped due to leavers / deaths, however this may be balanced by new attendees who have not yet started giving.
 - b) Treasurer's Report - SC- balances (not inc. pre-school) when tax relief comes in we will have an additional c27.5k.
 - c) ...incl. Major expenditure (>£1,000) Global heating £1266 and Stewardship services£4200.
 - d) ...and Fund Balances as per Treasurer's Report
- 6) Parish Share 2025 - Paula (see letter from Elizabeth Harvey) PJ - refer to EH letter following the zoom meeting with EH, PJ and ML discussing payment of ministry costs and that Portland, Canford and Littlemoor (Weymouth) will benefit from the amount above ministry costs that SJW will give, meaning that SJW will pay full parish share whilst supporting churches aligning with CEEC's basis of faith. It was noted that there is no discount during the interregnum. This can be reviewed if in vacancy for more than 12 months.
SH reminded the meeting that the above arrangement is a holding situation, pending the appointment of new incumbent.
>>PJ will calculate the payment to each parish on a pro-rata basis.
KP mentioned it would be positive to create links with the 3 parishes moving forward.
This is already happening in practice.
 - a) **Resolution:** *The PCC acknowledges the letter from the Director of Finance & Operations and agrees to contribute towards the ministry costs of the three churches mentioned.*
CARRIED
- 7) Parish Share 2026 - see Share Request and <https://www.salisbury.anglican.org/supportforparishes/finance/parish-share-the-cost-of-being-church/> for information. Also <https://www.youtube.com/watch?v=Db0CmwTgLmk> for CofE 3-year spending plan
PJ - referred to graphic. 8k increase.
- 8) Budget for 2026 - Stuart outlined broadly the circulated papers - £41,713 deficit proposed for next year's budget which is less than predicted in the forecast (51k).
Income – giving based on September 2025 giving.
Expenditure - staff costs have increased 5k on like for like basis assuming a full staff team with no changes across the year.
DM added that there may be situations arising which provides a risk of GA requesting a budget increase, decision to be made as and when this occurs.
The meeting then discussed various aspects:
Will we work towards having a balanced budget rather than a deficit in future? If so, do we need to take

some actions? SH - S & F take the view that the budget is affordable on our current surplus and use of reserves. We are running a forecast over 4 years which has looked alarming at points in the past, but the only way to get to a balanced budget will be through income growth (new members giving / grants) and reduction of expenditure.

New incumbent would not need to take immediate action, but the picture is clear that we need to increase income.

Normally we have a giving review in January - should we delay this year due to new incumbent appointment? No need to alter this given that the budget is set for this year.

If we had to save 40k we might have to review staff costs, or reconsider the church giving (GA, Portland Canford etc) – not the desired route, but one we should consider if necessary.

It was noted that we have strong reserves and are comfortable with stepping out in faith in cases where large expenditure is likely (e.g. roofs). However, we should encourage biblical principles of congregational giving without applying pressure and whilst being good stewards of the resources we have.

We must communicate this well to the congregation.

- a) Church Apprentice – full year contract requested. Cost to be approved.
The role is effectively a youth apprentice, also supporting some other activities. The cost is included in the proposed budget. **Approved.**
 - b) Preschool budget / salaries / bonus proposal (KM)-
Overall the budget income is conservative and assumes no new children joining this year, hence a £14k deficit. There is a history of deficits which become surpluses.
The committee reviewed the proposals tabled, with staff pay rates ranging from below the NLW to slightly higher. The committee accepted the higher rate based on Ofsted results and excellent staff Retention/value and acknowledged the surpluses in past years.
It would be good to see more benchmarking (KM has done some).
>>KM to circulate the budget and the benchmarking
Proposed : Janine Seconded : GM, carried unanimous.
>>KM please thank the pre-school for their work.
 - c) PCC approval required for both budgets - Carried for main budget
- 9) LLF Update: It was noted that the bishops are no longer pursuing original intentions, and that LLF will run informally but that no official changes will be made. Effectively lawyers have recognized the early objections on changes to doctrine. In respect to the letter written on December 1st - we won't be responding for now whilst we are in interregnum.
- 10) Sub-committees
- a) S&F – PJ – Advised the committee of a new finance system (Expense Plus) which goes live on 1st Jan. This will eventually reduce the workload on the finance team significantly (once they have become used to the new system) and provide far better data / management reporting opportunities, and gift aid functions, as well as vastly improving and speeding up the yearend function. It will also allow GM to step back.
 - b) BMG – PW – Proposed roofs works being reviewed - meetings in January. Costs will be high. Number 34 - currently empty while repairs are made prior to Youth workers moving in mid-January 2026.
 - c) GAT – DM - no meeting report as meeting on Wednesday. Exploring how to incorporate Noel Harrison and what terminology to use for his type of role - mission work but not requiring funding.
 - d) Y&C – KM - no minutes out yet, no major elements to discuss.
 - e) Pre-School - refers to brief minutes. Andrea is stepping back at Christmas after 13 years on the team, we will have a new deputy manager with internal appointment made over the next fortnight. The hours will be covered by the present team.
 - f) Deanery Synod Report (see Deanery docs)- DM - Shortage of leaders, especially in the 40-50 year old bracket. Most useful for SJW is that they will run the Growing leadership course in the new year, additionally a Deanery Facebook group and a push to communicate what everyone is doing (sharing good practice) which is a change. Good words in the 5 year plan, wait to see what resourcing will support this beyond the named individuals for each area (eco, youth etc). The Andrew Palau event - DM can mention it in his Deanery group. Thanks to JH and DM for doing this.

11) Standing Items:

- a) Safeguarding Matters
 - i) Any concerns to report - none
 - ii) Safeguarding courses: <https://safeguardingtraining.cofeportal.org/login/index.php> >>All let PJ know if undertaken in the last 3 months
 - iii) Website update: <https://www.stjohnswimborne.org.uk/Groups/397449/Safeguarding.aspx>
- b) Health & Safety- none
- c) External activities to approve
Bowling was approved via email.
- d) Policies - Development and Review. Policies nNow largely done, having been reviewed by a sub-committee. Should each be reviewed regularly – PJ will produce a schedule of reviews starting in January. DM says with exception of Safeguarding can we review every 2 or 3 years unless changes in legislation?
>> PJ to create schedule and PCC to review first batch in January meeting

12) Any Other Business

- JH- Light Up Dorset - meetings in October, wanting Churches to commit to being a part of it - has this been discussed with anyone at all? Was discussed at S & F, re big top and its location, JH says that is the end focus, but lots of stuff happening earlier, and they need commitment in order to proceed. Ben Griffiths from S & L is in charge. Will he be writing to PCC's further? Will be hard for ML to commit prior to the new incumbent being appointed. SH asks JH to keep a watching brief, until new appointment. >>Let us revisit in January.
- JH - practical thing - arriving on Saturday afternoon, carpet was being cleaned. Yesterday, lots of crispy chocolate bits were on the carpet within 24 hours. Suggestion that we reconsider what refreshments are provided to minimize mess.
- JH - sometimes feels a lack of reverence in church e.g. talking whilst children leave for their groups. SH- let's pause and reflect, but not change style points during interregnum. AF confirms that this has been discussed within leadership meetings.
- PJ apologies with difficulties opening papers circulated. PJ will set up a Sharepoint drive for this purpose and is happy to help set up local drives for those who wish it.
>>PJ to undertake and assist anyone requiring help at next meeting (Email papers AND add to SP first meeting).

13) Interregnum business (Matt not present) – see Advert (circulated)

- a) Key dates:
17 November – Advertise (copy of ad to follow), 12 January - Closing date for applications (7 weeks, inc Christmas), 20 January - Shortlist (8 days), 23 February - Interviews
- b) Planning candidates visits (Nigel)

SH - AD is now live online not most printed media. Websites - Pathways, Bishop of Ebbsfleet and Church Society,
>> PJ will chase to hear about the other sites.

Need to look at hosting candidates , if interested in being involved, please contact ND, more details to follow on what precisely will be involved.

Janine - Shortlisting - our 3 reps will all look at applications and give feedback between the closing date and the date of a meeting with the patrons. Church Society directors will meet and choose the final 4 shortlisted candidates. Interviews being on a Monday may make it difficult for candidates to visit on a Sunday without all coming to the same service. Expect adhoc visits!

DM clarified that the patrons should be assisting us make the decision - and so the period between the 12th – 20th Jan looks crucial in terms of our voice being heard regarding candidates. KL adds that last time the reps were supported and completely involved in the shortlisting process. SH adds we will look to do the same this time, it may be that this is just the language being used at this point in the process.

PCC members have chance to meet the shortlisted applicants when they come for an interview.

The meeting closed in prayer.

Next Meeting: 26 January