

## **PCC Meeting Notes 8<sup>th</sup> November 2017**

### **In Attendance:**

### **PCC Members :**

Catherine Brant, Sandra Cole, Christine Cocks, George Crompton, Betty Greengrass, Caroline Harper, Ingrid Harris, Elizabeth Jones, Revd Mary Kingsley, Felicity Cox, Mark Crampton, Jill Macey, Gill Onslow, Roger Prangnell, Len Richards, Phil Stiff, Ann White, Maureen Fleming, Rev Dave Poultney, Anne Underwood,

**Non PCC Congregation Members:** 20 members. Andrew Bale, Julie Bale, Arlette Cox, Keith Durrant, Marion Golding, Roy Golding, Margaret Hotchkiss, Roy Hotchkiss, Peter Humphries, Frances Hurndall, Martyn Lambert, John Rose, Linda Rose, Frances Turner

**Deanery Lay Chair** – Pam Restall

**Diocesan Clergy:** the Right Revd Dr Michael Beasley (Bishop of Hertford) (chair) and the Venerable Jonathan Smith, Archdeacon of St Albans.

The Bishop opened the meeting by asking those present to identify themselves, their churches and any church or Parish appointments.

He went on to explain that the purpose of the meeting was to talk about the process and timing of finding, selecting and appointing a new Rector of Bushey.

The first step would be for the PCC to draft a Parish Profile describing the Parish, the position and the type of incumbent sought. This was the key document to reflect the Parish needs and aspirations. It needed to be objective and to highlight the key elements to attract the right person. The Bishop said that he understood that there would be a PCC Away Day on 9<sup>th</sup> December to discuss elements of the Profile particularly, the job to be done, a clear vision for the future, the elements that would attract an incumbent and the challenges presented.

The document needed to be concise and to immediately draw the attention of the reader. The content had to be right as it would be the basis for the recruitment, selection and appointment. The Bishop and Archdeacon offered to facilitate the conversation leading to the drafting of the document and suggested that the PCC should look at recent profiles used by other churches, such as that at Holy Trinity, Frogmore.

In order to tease out information to help with the profile the Bishop said that he wished all present to think about answers to four questions and suggested that those present should form groups of four to give their views.

### **Question I was what do you appreciate about your church or churches?**

#### **Answers to this question were:**

- The beauty and inspirational atmosphere of our churches facilitating worship including church music.
- The differing styles of service.

- The variety of services offered in Parish churches and the inclusive nature of Parish churches.
- How well people worked together and supported Church and Parish activities.
- The number of laity initiatives and volunteer groups.
- The fantastic welcome at our churches.
- Sympathy and help offered to those in trouble.
- Flexibility in meeting challenges.

The Bishop and Archdeacon commented that the responses from the groups had common themes such as:

- Variety of worship with different liturgical traditions.
- The need for an incumbent who would cater for different traditions, which should be made clear in the Parish Profile.
- The high level of lay involvement in order to reassure prospective incumbents that they would not be coping alone.
- How worship informs and enlightens faith.

**Question 2. What are the challenges and opportunities for a prospective incumbent (what difference do we want the incumbent to make?)**

**Answers were:**

- To keep churches and congregations together, particularly the younger and older members.
- To develop youth work and involvement in services and church life.
- To encourage more community involvement from the church and public.
- To promote greater use of church facilities by the community.
- To encourage diversity of activity with more initiatives.
- To encourage and inspire existing church groups and increase volunteering.
- To promote funding activities.
- To initiate bible study, prayer and house groups.

The Archdeacon suggested:

- The need to cope with the pace of change in Bushey (something to be considered at the forthcoming PCC away day).
- The ability to facilitate sound organisation and management in order to promote spiritual development.

**Question3. What do we have to offer?**

**Answers:**

- A diverse local community with thriving cultural traditions.
- Good facilities such as schools and transport, and easy access to London.
- A thriving local town with good shopping, restaurants and a great football club.
- Spacious rectory.
- Excellent laity support.

The Bishop added that the appointment process would be very objective and we needed to be clear on the personal specification and the level of experience required.

#### **Question4. What qualities were needed in the next Rector?**

##### **Answers were:**

- A strong spiritual leader with a flexible approach and light touch.
- A good communicator.
- Respect for the different church traditions in the Parish.
- A good manager.
- Compassionate.
- A strong sense of mission and outreach.
- A strong presence.
- Some background of non-church work and life experience.
- A love and appreciation of music.
- A clear understanding of the tradition and spiritual requirements of the Parish Church, St James the Apostle.

The Bishop said that the Parish Profile needed to be specific and objective on key issues. He would send exemplar profiles for guidance (e.g. Holy Trinity, Frogmore). The Archdeacon suggested that an attractive photograph of congregations was a very important tool.

The Archdeacon explained the process of finding and selecting a new incumbent. He first of all stated that there **would be** another fulltime stipendiary Rector. Under the Patronage Benefices Measure the Patron of the Parish had the right to nominate a candidate and the Bishop had to agree to licence that person. In our case the Patron was the Bishop which simplified matters. The parish had to accept the nomination and licencing.

The appointment would be a team effort between the Bishop, the Archdeacon and the Parish. An appointment panel would be set up consisting of the Bishop, the Archdeacon, a representative of the Rural Deanery, and two Parish representatives elected by the PCC.

No appointment would be made unless the Parish representatives approved.

The PCC away day should lead to the Parish profile being drawn up. This would be followed by a Section 11 meeting of the PCC which would elect two representatives for the appointment panel, formally adopt the Parish Profile, and petition the Patron to advertise the living.

The Bishop said that he would arrange for the vacancy to be advertised on the Diocesan website and we could advertise in the Church Times (the Archdeacons Secretary would assist with this).

The Archdeacon commented that, exceptionally, the PCC were entitled to write a letter to the Lord Bishop requesting a male priest only solely on grounds of religious conviction. This would have to be substantiated and clearly justified.

He added that the Diocese wanted to keep the vacancy as short as possible subject to a suitable candidate with a clear calling. The timetable could be:

- A Section II meeting in December.
- Advertising in January 2018 with a closing date for applications in February and a shortlist the same month.
- Interviews in March.
- A new Rector installed in the summer.

The Archdeacon would liaise with the wardens throughout and he suggested that if the PCC desired it they could ask the Bishop and himself to say if they had anyone in mind who might be suitable. There maybe someone who had indicated a desire to move or someone who might consider a new opportunity.

The Bishop thanked everyone for their very positive contributions enjoined us to pray for a good outcome. The Chair of the PCC thanked him and the Archdeacon for their very helpful involvement. Closing prayers were said by the Bishop and the meeting closed at 2140.

Notes taken by Jon Rose