

**Joint Parochial Church Council**  
Meeting at the Methodist Chapel, Brighstone  
Thursday 19<sup>th</sup> November at 7.30pm

**1. Meeting opened with a welcome to Archdeacon Peter Sutton, prayer and a gospel reading.**

**Present:** Nick Dorley Brown (B&M, Lay Chair), Guy Acland (B&M), Gill Bradbury (B), Anna Davidson (Sec), Yvonne Hide (S), Rodney Hogg (B&M), June Horsfall (B), Peter Johnson (E-O), Michael Kier (B&M), Alison Mascarhenas (B), Rev'd Helen O'Sullivan, Keith Plater (B), Pat Spittles (B), Stephen Sutcliffe (LLM), Mary Tester (S), Jill Thomas (S), Jean Wavell (B), Yvonne Willoughby (S).

**Guest:** Angela Russell for Benefice Safeguarding – present until 20:05

**Guest Speaker:** Archdeacon Peter Sutton – present until 20:50

**Apologies:** Felicity Adams (B&M), Norma Bradley (B), Chris Bull (B&M), Roy Carter-Jones (S), Jill Downer (S), Alan Edwards (B), Didi Nicholson (B&M), Beth Peckham (B), Brenda Rowe (S), Susannah Seely (B&M), Jan White (S)

**Re: Helen O'Sullivan's new appointment as Chaplain at St Paul's Cathedral**

Nick Dorley-Brown expressed, on behalf of the JPCC, our sadness at losing such a talented priest but also our proud delight for Helen in securing her new position. Warm applause followed.

**2. Minutes of the last meeting:**

Correction to the date from October to September. No further comments – approved. In place of Helen O'Sullivan signing approved minutes, it was decided that each PCC secretary will sign them.

**3. Safeguarding – Angela Russell**

Key Points:

- There will be more safeguarding training arranged by the Diocese next year. This usually takes place at Medina Valley Centre or in the Newport area.
- Anyone can attend the training sessions.
- Angela read out the list of names of people within the benefice who have DBS checks in place. Anyone who works in a leadership role with young or vulnerable people, needs to be DBS checked. Peter Johnson queried why he wasn't on the list. As a reader he is checked separately by the Diocese.
- All Bell Tower Captains need to be checked. Shorwell Tower needs clarifying. It was thought that Cal Challoner had been previously CRB checked, but not DBS checked. An additional bell ringer needs to be available as an observer, also DBS checked.
- Angela should be informed who has been checked across the benefice so that she can ensure checks are kept up to date.
- It was queried whether Christine Biggs has been checked given her role as the pageant organiser and as choir leader for the primary school.
- Angela informed the JPCC that the current system is changing and if you have a current DBS in place, you will now be able to renew it yourself online.
- Nick D-B queried whether Angela knows when all current DBS's expire. Angela confirmed she does.
- Helen O'Sullivan has asked Phil Keene to undertake a review of the safeguarding policy and procedure. It is hoped he will complete this before Christmas.

- It was queried whether the SWAY team have checks in place – HO'S confirmed that they carry out their own checks independently to the church.
- Keith Plater commented on the safeguarding which needs to be in place for users of The Exchange. HO'S stated all users need to have their own safeguarding measures in place.
- **The JPCC unanimously approved the continuation of the existing safeguarding policy, with Angela Russell as Safeguarding Coordinator for the benefice for 2016.**

**4. Peter Sutton – Discussion on procedure following Helen O'Sullivan's appointment as Chaplain at St Paul's Cathedral. Helen will be leaving the benefice at the beginning of February 2016.**

Peter began by expressing sadness at HO'S leaving but wished her well in her new position as Chaplain at St Paul's Cathedral. This was echoed by the JPCC.

Peter asked the JPCC to recap on the procedures involved when HO'S was appointed. A discussion followed. A 'meet and greet' evening which turned into a question and answer session for the candidates was recalled. This was extremely useful for the benefice however is not an example of best practice and would go against employment protocol.

*Guy Acland:* Is there a good practice protocol?

*PS:* Yes there is. This will be provided.

Helen commented she does not remember meeting any community members or representatives from the school during her interview for parish priest and feels this would be beneficial to the next candidate(s). Jean Wavell (who had been involved in the selection/interview process) pointed out that time was very limited which is why this hadn't happened.

**Main points from Peter Sutton:**

- Peter advised that our churches need to begin working on a benefice profile.
- Peter will be meeting with the Archdeaconry Mission and Pastoral Committee (AM&PC) to discuss the best way forward for our benefice and cluster. Peter will be meeting next week with the committee and again in January. Advertising cannot begin until Helen has left the post. This is best practice.
- Previously if a parish has been unable to pay its quarterly share, there would be a move to reorganise. All of our parishes are up to date with their shares so there is no rush to reorganise but Peter advised we do need to look at our relationship with the cluster and see what opportunities this situation can lead to.
- The benefice profile should look at the strengths/weaknesses; what the churches are moving towards.
- It may be appropriate to ask for congregational involvement e.g. a graffiti wall asking for suggestions.
- Peter can provide examples of other churches' profiles.
- It is difficult to say whether this post will attract sufficient applicants. There are many attractive aspects to the position, however overall shortage of clergy and our location may impact negatively.
- Before Helen leaves, Peter or David Isaac will visit the JPCC again to talk through the process in more detail.
- There will be a pack from the Diocesan office with procedural details.

- Each parish needs to elect two representatives to liaise with the Archdeacon and Bishop/Patron. This doesn't necessarily need to be the Churchwardens – important to choose the right people.
- The JPCC decide if the post should be advertised or if it would be preferred for the Bishop to make a nomination. This can only happen if there is a candidate to nominate. If someone comes to mind, Peter and the Bishop will indicate.
- Advertising can be in the Church Times which is seen by 10,000 people worldwide. Can also advertise at conferences such as New Wine (as did Barton).
- Peter advised that there are lots of attractive elements to the position which could be made even more attractive depending on what happens within our cluster.
- The timescale/ordering of the procedure will be: advertising, short-listing then interviews. Interviews usually take place in a morning following an evening reception, and include a look at the school, the parishes, the Rectory, and an opportunity to meet members of the community. The evening reception is a chance for candidates to meet the PCCs and other community members, and provides them (the candidates) with an opportunity to assess the parishes. The interviews consist of questions relating to the post and profiles, all candidates are asked the same questions. The Bishop informs the candidates of success or otherwise. Then there are three months before the successful candidate can begin.

### **Questions Arising:**

*Guy Acland:* Where do candidates stay?

*PS:* Either in a hotel or Bed and Breakfast, not with parishioners.

*Michael Kier:* Who is on the Archdeaconry Mission and Pastoral Committee?

*PS:* There are representatives from across the Island consisting of clergy, lay members, finance officers, plus the Area Dean and Archdeacon.

*Michael Kier:* Commented that another Interregnum/vacancy was not desirable for our parishes and requested it was minimised.

*Guy Acland:* Are the partners of candidates invited to come?

*PS:* They are allowed to but it is not expected.

*HOS:* Feels this can be miss-used on both sides and there ought to be a rule in place disallowing this.

### **A short time of discussion followed.**

### **Additional Questions/Comments Arising After Discussion:**

*Nick Dorley-Brown:* Will our parish profiles be contradicted by what the AM&PC decide?

*PS:* The profiles need to describe the churches in their current format however they may need adapting subject to the committee's meeting.

*Rodney Hogg:* Commented that this is an opportunity to redefine our churches.

*PS:* There needs to be a representative meeting of the PCC's within our cluster in order to look particularly at developing ministry within the cluster. With the additional departure of David Bevington (Shalfleet), it will be important to review local ministry. Priest's individual gifts and skills should be taken into account and their strengths played to.

*Peter Johnson:* Is there a conversation to be had between the AM&PC and our PCC's?

*PS:* There is no reason this shouldn't happen and is a good idea.

*Guy Acland:* Will we have a clearer idea of what is happening within our cluster before interviews take place?

*PS:* Yes

*Jean Wavell:* Commented that it will be difficult to decide on some things within the cluster before an appointment is made, as this will be dependent on the person appointed.

*June Horsfall:* Why can't the position be advertised before Helen leaves?

*PS:* It is standard practice to make sure the current priest has left before advertising.

*Rodney Hogg:* Within the cluster, are the number of stipendiary clergy being considered?

*PS:* At the moment there are 3.5: Mark Whatson, Helen, David Bevington and James Cook. There is no absolute answer to how many there will be in the cluster, but numbers need to go down.

*Rodney Hogg:* Is this because of supply or funds?

*PS:* Both – there are not enough of either. Over the next few years, the IW will have approximately 17 stipendiary clergy which will have gone down from 21. This figure could be less depending on future decisions regarding where monies are best spent. Within a couple of years there are likely to only be two stipendiary clergy within our cluster.

*Hector Kier:* So why are we recruiting for Helen's position?

*PS:* Because at present there is a vacancy. Within the cluster, the decision may be made to reduce the number of clergy to two plus an administrator.

*Hector Kier:* Finances are not an issue for our cluster. By the summer potentially we could go from 3.5 to 1.5?

*PS:* Yes.

*HOS:* Feels that replacing her would not be sensible because it has been very difficult to meet expectations as a benefice priest. The key is to have more local ministers such as Steve.

*PS:* Parishes need a focal point of responsibility.

*HK:* Given the fewer number of clergy, will the C of E become more relaxed about reserved sacrament?

*PS:* This will depend on how it is done. People need to be trained but there is also the question of whether there needs to be as many Eucharists?

*Rodney Hogg:* Are there models of successful cluster ministry plans for us to look at?

*PS:* Yes and agreed to provide.

*Steve Sutcliffe:* There is a lot of nervousness about Helen leaving but a period of vacancy should be looked upon as an opportunity to work closer together and also look at what is on offer. We have Pastoral Assistants, worship leaders, Readers and there are lots of opportunities for people to get involved. It is a time to review and look at what we would like to do.

*Nick Dorley-Brown:* It would be beneficial to meet with the AM&PC and also the other Churchwardens or representatives within our cluster.

*PS:* Agreed and will organise. (N.B. Since the JPCC, communication from Peter has invited cluster PCC members, clergy and Churchwardens to a meeting to be held in early December).

**20:50 The discussion ended and Peter Sutton left.**

## **5. Round up from Parishes and Mission Opportunities.**

### **Brook and Mottistone – Rodney Hogg**

- The fourth newsletter has been released. The aim is to move towards an email version which will save money and also increase distribution. There is a wish list in the newsletter which also has costs attached.
- It would be very helpful for the JPCC to share information regarding accounts, grants, contractors, etc. in order to streamline and avoid duplication. We should be making better use of resources.

### **Shorwell – Steve Sutcliffe**

- The Moot celebrates its first request for a baptism.
- Shorwell is looking at adopting the Parish Giving Scheme.

### **Brighstone – Gill Bradbury**

- Toilet funding has been successfully secured for the Exchange. £9455 has been granted by the Missions Opportunities Fund.
- A survey was carried out recently asking the congregation for views on what they like/dislike about St Mary's. The results are in the process of being looked at.
- *Friends of Brighstone Church* is going well. After a month 31 people have signed up. There have been several donations towards the roof fund, a quiz night has also raised funds.
- A recycling of ink cartridges and mobile phones scheme is about to be launched. The village shop will house a box for people to put in their old printer ink cartridges and phones and the church will receive money for these.

### **The Exchange**

- The JPCC were asked to remember that The Exchange is a benefice facility not just for Brighstone's use. There is wifi available.

### **Youth Work**

- Youth work has been growing at both Shorwell and Brighstone.

### **Age UKIW**

- Judith Stratton, the Age UK worker has secured a new job so she will reduce her hours to one day a week before her contract with us ends – this will mean that we can keep her for longer and she will do her current job alongside her new one. Her new position as a community navigator will include Brighstone so is also beneficial to us.

## **6. The Meeting closed after prayer at 9pm.**

**The next JPCC meeting is scheduled for the 14<sup>th</sup> January and will be held at The Methodist Church in Brighstone.**