



THE GENERAL CONFERENCE OF THE NEW CHURCH
CONFERENCE COUNCIL MEETING
held on Friday 15th March 2024 via Zoom

Trustees Present:	Mrs M L Cowie Mr N K Sutton. Mrs S Chesworth Revd B R Jarvis Mr B Friend	Chair Vice-Chair Co-opted Council Member
Also in attendance:	Ms N Welch Revd J Dunion Revd B Talbot Revd R Jarratt	Company Secretary Spiritual Leader Secretary, Committee of Ministers

Start time: 10.00am

Finish Time: 14.45pm

	Opening Revd Jack Dunion opened the meeting with readings from Exodus 18:17-21 followed by a short prayer.	
33	Welcome Apologies were received from Pauline Grimshaw.	
34	Minutes Confirmation of the Minutes of the Council meeting held on 5th February 2024 The minutes of the last meeting were approved by all present with Sue Chesworth proposing and Barry Friend seconding. Matters arising from the minutes. Paul Crone – Paul Crone is settling into his new role as IT Manager. He is currently in the process of updating his knowledge of General Data Protection Regulation (GDPR), by attending an online training course.	
35	Committee of Ministers The Committee of Ministers proposed to the Council that Revd Becky Jarratt be appointed Deputy Spiritual Leader to work alongside Revd Jack Dunion. Jack explained that having Becky as a Deputy Spiritual Leader with him would help as Becky has the skills and knowledge in areas that he doesn't so they would work well together.	

	The Council agreed that Becky would be appointed as Deputy Spiritual Leader and would attend Conference Council meetings. The Committee of Ministers will make an announcement in E-News.	BT
	<i>Revd Becky Jarratt joined the meeting</i>	
36	Spiritual Leaders Update Revd Jack Dunion explained that change is difficult and that it is worth tolerating the differences of others to get through the change and think about the perceptions of others. Look to the Lord to check how we are looking at things. The Lord must be kept as our focus. We need to ground everything in love. Having the opportunity to express views on homosexuality has worked really well and given the Ministry the opportunity to share in a way they have not before. The Young People's Committee are on board and helping the organisation move forward, which is a positive for the future of the Church.	
37	Conference 2024 Programme The final draft, almost complete, programme was presented. There are just a few things that need to be finalised before it is ready to be sent out at the end of May 2024 by the Company Secretary.	
38	Property Update Bournemouth - Citygate, the organisation interested in purchasing the building have finally offered the asking price of £525,000 which Conference Council intend to instruct our solicitors to accept. This amount is above the original independent valuation. However, they are seeking to raise a mortgage to purchase the property, which would possibly introduce another valuation by a lender plus more discussions! As we were never likely to find a cash buyer, these protracted negotiations are unavoidable. Chester - On the advice of Conference's solicitor, the Council have prepared an application for a Cy-près scheme for the building, which will now be sent to the Chester Society for approval, then onto the Charity Commission, who will hopefully grant the scheme, thereby permitting the sale of the building. Radcliffe - There is a problem with the land registry relating to a piece of land at the rear of the building. The Conference solicitor from Harris and Harris has written to the land registry requesting an urgent response as this is delaying completion of the sale.	
	<i>Barry Friend left the meeting</i>	
39	Finance A new Company Accountant has been recruited, Mr Paul Mehew. Paul's employment will start on Monday 8th April 2024. Natalie is currently gathering information from Bates Weston and the previous Company Accountant's information, to plan a handover to ensure a smooth and efficient start as possible for Paul. Natalie and Nigel Sutton will work with Paul for the first two weeks at Purley Chase to assist as much as possible whilst he familiarises himself with the systems.	
40	Constitution Revision Group The CRG produced an explanatory leaflet for the proposed changes to the Articles and Rules which will be circulated by the Company Secretary along with the pre-Conference Circular not less than six weeks before the date of the Annual General Meeting 2024.	

	Junior Membership of Conference The Council discussed a suggestion from the Committee of Ministers, that young people from age 13 to 18 could be offered Junior membership of Conference. Currently Juniors can become a member of their own church but not a member of Conference until the age of 18 years. The Young People's Committee (YPC) have been asked for their views and have welcomed this suggestion. Wider consultations will also be taking place. The CRG also agree with this and will endeavour to have a resolution to put before Conference 2025 <i>Action: Margaret Cowie will inform the CRG of the decision.</i>	MC
41	Recruitment of new Trustees Two Council members terms of office are due to end at the AGM 2024, Revd Bruce Jarvis and Nigel Sutton, though they do intend to seek re- election. Notwithstanding, the Council would like to encourage others to come forward and join the Council. An appeal for Members of Conference to consider this urgent matter is being prepared.	
42	Link Members. There has been a change to link members on Conference Council. Margaret Cowie is now the link for churches and the Committee of Auxiliary Ministry, and Nigel Sutton is the link for Purley Chase.	
	<i>Natalie Welch, Revd Jack Dunion, Revd Brian Talbot and Revd Becky Jarratt all left the meeting and Colin Skinner joined the meeting</i>	
43	HR Annual Pay Review The Council discussed the yearly pay increase, and agreed that, in line with the national average pay increase, an increase of 4% be awarded to all salaried staff from 1st April 2024. <i>Natalie Welch, Revd Jack Dunion, Revd Brian Talbot and Revd Becky Jarratt rejoined the meeting.</i> Annual Review Fuel Allowance The HMRC mileage rate for tax year 2023/2024 remains at the 45p for the first 10,000 miles for business purposes. The Council all agreed that, though it raised the rate to 60p during the unprecedentedly high cost of fuel, the rate will now revert to the HMRC determined amount of 45p per mile from 1st April 2024. <i>Action: All employees will be notified.</i>	MC/NW
44	Pay Policy Update (see minute 20) The Council discussed the Pay Policy that the Task and Finish group have been working on. The Pay Policy has been agreed in draft, but a little more work needs to be done to it before it is finalised at the next Council meeting on May 17th 2024. <i>Colin Skinner left the meeting</i>	
45	Training and Development Sue Chesworth and Becky Jarratt who are the links on Conference Council and Committee of Ministers for training and development have been looking at ways to develop the expertise and confidence of employees and volunteers. They are working on training in the following areas:-	

- Line management
- Basic management skills
- Communication
- Leadership

On Monday 22nd April the first of these sessions, Line Management, will take place at Purley Chase. This training will help to give those who are line managing, or are likely to be doing so in the near future, more confidence in this area and will also help us all to be working along the same lines. The trainer will be Gayle-Anne Drury.

Following on from the Line Manager training in April, Becky Jarratt and Sue Chesworth plan to meet with Gayle-Anne Drury to develop a training and development plan for identified areas within the church. The Council welcome and support this, and a designated training and development budget of £10,000 was agreed by the Council.

Support for Development of Ministry

Sue Chesworth and Becky Jarratt recently had a meeting with Emma Daniels from Tempus Fugit Solutions. Emma has extensive knowledge of setting up and running charitable organisations. It was proposed to the Council that Emma would be recruited on a consultancy basis for 6 months in an advisory role to the Ministry, where she would recommend and advise on new systems, policies or procedures within the Ministry to help develop the organisation more efficiently and help achieve the vision of the Church.

There are two strands to her proposed work:

1. Improve the smooth running of systems within the Ministry by taking a look at where we spend unnecessary time, such as outdated communication systems.
2. Specific secretarial or administrative tasks that do not need to be undertaken by ministry, such as minute-taking and assembling agenda items.

Emma would work closely with the employed ministers to find systems to ensure we can spend our working time productively on ministerial and visionary tasks, aiding us to move forward as an organisation to help bring the Lord's kingdom on earth.

Examples of some of the work she would be doing:

- Establish clarity on decision making within the Ministry, such as when to refer a decision to Conference Council or other bodies.
- Coordination of action points within the Ministry, such as a traffic light system to help us see which tasks have been completed and which still need to be done.
- Set up an appraisal system for the Ministry using appropriate language for the role.
- Set up a Terms of Reference for Committee of Ministers meetings and all other meetings which take place within the Ministry to provide a framework that contributes to the success and efficiency of meetings and groups.

SC/RJ

	<i>Action: Sue Chesworth and Becky Jarratt will discuss how they would fund the payments for Emma Daniels, either the ministerial fund or training and development fund.</i> <i>Barry Friend rejoined the meeting</i>	
46	Youth and Family Team Sue Chesworth agreed to be the link between the Young People's Committee and Conference Council. It was agreed that the YPC will be a stand-alone group, similar to the Youth and Family Team, and as with any group, will need clear guidelines on communication. New Church Camps Becky Jarratt explained that she is currently working on a new website promoting the New Church Camps to attract more people.	
47	Photo Consent There is a need to update the photo consent forms to cover all areas on the Church Camps. Natalie Welch, Sue Chesworth, Becky Jarratt and Paul Crone will all meet up to discuss this and get the consent forms updated.	NW/RJ/ SC/PC
	Meeting closed at 14.45pm with a short prayer from Revd Bruce Jarvis.	
	Fix Council meeting dates for year ahead 2024 May 17th 2024 – Purley Chase Centre July 23rd – 26th 2024 Annual Meeting at Hayes Conference Centre September 6th 2024 (Zoom Meeting) November 22nd 2024 (Zoom Meeting)	