

## Minutes of the Meeting of the Strategy and Resources Committee of the Methodist Council held at Methodist Church Houses, 25 April 2013

**Present:** Prof Peter Howdle (Chair), Mr Ted Awty, The Revd Anne Brown, Mr Adrian Burton, Mrs Rachael Fletcher, Mr Andrew Gibbs, The Revd David Goodall, The Revd Dr Stuart Jordan, Dr Daleep Mukarji, Mrs Heather Shipman.  
Apologies: The Revd Eden Fletcher, Dr Ian Harrison, Mrs Alison Jackson  
Non Voting members: The Revd Dr Martyn D Atkins, The Revd Gareth Hill, Ms Jude Levermore, Mr Nick Moore, The Revd Gareth J Powell (Secretary), Mr Doug Swanney

**In attendance:** Ms Ann McGovern (minutes)

**Part attendance:** Mrs Susan Barratt (Vice Chair of Westminster College Oxford Trust Ltd), Mrs Susan Howdle (Chair of Westminster College Oxford Trust Ltd), Ms Carla Maurer

13.2.1 The Minutes and the Confidential Minute of the meeting on 6-7 March 2013 March 2013 were agreed as a true record and signed by the Chairs.

13.2.2 **Matters Arising [SRC/13/01]** - The list of matters arising was received and noted. The Committee noted the following ongoing matters;

13.2.2a **Finance Database** – The consultants’ contracts finished at the end of March and the database is now entirely in the Team’s hands. The Steering Group will meet for a further three months and cease in July by which time the implementation management should be complete. The SRC would review progress in March 2014.

**Supreme Court Case** –nothing to report.

**Outcome of Job Grading Panel** – The Job Evaluation Committee has decided not to re-grade the cluster head posts but to look at rewarding some individuals for their additional responsibilities within their existing grade.

### 13.2.3 **Report on the meeting of the Methodist Council on 13-15 April 2013**

The Committee noted that:

#### **a) General**

The report from the Working Party on “Supporting ministers who experience ill health” was accepted. This may have some financial implications.

The report from the Working Party on ‘Larger than Circuit’ was accepted.

The report on the progress of the establishment of the Discipleship and Ministries Learning Network was accepted.

Relevant changes to the Southlands Methodist Trust Deed were made.

There was some discussion about Third Age Discipleship, the Report on Poverty and Inequality, an update on Towards an Inclusive Church and on the Belonging Together project. Several common theses emerged.

#### **b) Budget**

The District Allocations for 2013-14 were accepted for recommendation to the Conference. The Connexional Allowances Committee report was accepted for recommendation to the Conference, including a 2.15% increase in the standard stipend.

The Central Services Budget proposed by the SRC was accepted by the Council for recommendation to the Conference.

The proposal for putting 3 options for calculating the MCF assessment to the Conference was accepted.

The report on the role of the Warden of the Methodist Diaconal Order was accepted (see SRC/13/12 below).

**c) MDO Funds [SRC/13/12]**

The Council had directed the SRC to furnish the Council with an overview of the finances of the Methodist Diaconal Order so as to assist the Council in giving further consideration to recommendations 5 and 7.

Following discussion the Committee requested more detailed financial costings before coming to a decision. This would be relayed to the Ministries Committee who are meeting next week.

**13.2.4 Development and Personnel Sub-Committee: Senior Staff Salaries [MC/13/03]**

The Committee noted that:

The Sub-Committee had been chaired by Alison Jackson who is leaving the SRC.

The Sub-Committee had not had a great deal asked from it and it was recommended that it be put into abeyance for a year, with any outstanding items being dealt with at their June meeting, including the issue of the employment status of mission partners.

The two members of this Sub-Committee in attendance concurred with this proposal.

**13.2.5 Membership Matters**

**a) Recruitment of new SRC Members**

Alison Jackson and Rachael Fletcher are coming to the end of their term and recruitment is underway. An advertisement is being circulated throughout the Connexion.

**b) SRC representatives to the Council** – David Goodall and Heather Shipman volunteered to be the new representatives.

**c) Consents process** – Adrian Burton would join the consents team with David Goodall and it is hoped a third member could be recruited from new SRC members later this year.

**13.2.6 Half-Year Budget Out-Turn [SRC/13/13 and 13A]**

The Committee noted:

These are the first executive management accounts prepared using the new Access Dimensions finance database. This provides the opportunity to present them in a slightly different format, which can itself be developed in the future depending on the needs of the Senior Leadership Group (SLG) and the SRC.

Income was less than budget while expenditure was over budget at half year end.

With regard to questions raised in paragraphs 36 and 37 of the report, the SRC did not see the need for any precipitative short term action to ensure that expenditure within each cost centre does not exceed budget (for example restricting staff travel, cancelling pieces of work/activities and not immediately filling vacancies).

Andrew Gibbs welcomed the new presentation of figures which were extremely helpful.

Doug Swanney concurred that the new presentation was very helpful for budget holders.

Nick Moore went through much of the detail with the Committee and answered questions on property leases, insurance, World Mission Fund, London Committee etc.

The SRC noted the half year executive accounts

**13.2.7 Review of the Connexional Grants Committee (CGC)**

Ian Harrison was coming to the end of his term as Chair and it was therefore considered an appropriate time to review the work of the CGC before a new Chair was recruited.

Staff time would be allocated to research this and CGC users will be consulted.

It was noted that the Chair of the CGC is a member of the SRC.

**13.2.8 Westminster College Oxford Trust Ltd [SRC/13/14] (item chaired by Stuart Jordan)**

The SRC noted the paper which was presented for information and discussion in order that the Committee could gain a better understanding of the structure and ethos of the College and also the nature and value of the site.

Over the past year the company has been asked by the university to respond to plans arising from a review of its overall estates strategy for a possible redevelopment of the Westminster Campus.

Some change in the contractual arrangements between the company and the university seems inevitable, although there is good reason to be optimistic about the continuation in some form of the valuable relationship which the existing arrangements have facilitated. In considering the contractual options available, the company has taken independent legal and estates advice.

Initial responses to the report were gathered and no decision was required at this stage. A further report will go to the Conference 2013.

#### 13.2.9 **Learning and Development Network**

##### **Job Descriptions [SRC/13/15A] and Job Grading [SRC13/15B]**

Peter Howdle noted editorial comments received from Alison Jackson.

Jude Levermore went through the new roles and job descriptions and how the new roles would work together while acknowledging that this was still an emergent process.

The three stage interview process was described.

All Methodist Council employees would be given protected interviews.

The new microsite would go live tomorrow.

Following prolonged discussion the Committee ratified the Senior Leadership Group recommendation to upgrade the Officer posts (Regional L&D Officers and Specialist Officers) from grade MSE as set by the Job Evaluation Committee to grade MSD.

This upgrade had been recommended by the Senior Leadership Group and the SRC was consulted as the upgrade affected 33 posts. The Head of Development and Personnel had confirmed this to be a valid action by the SRC.

The Committee passed the following Resolutions:

##### **15/1 The Strategy and Resources Committee agreed the job descriptions for the Discipleship and Ministries Learning Network.**

##### **15/2. The SRC applied a ‘felt fair’ principle to the grading which would place the new posts at the grades recommended by the SLG ( paper tabled by J Levermore 25.04.13)**

n.b. Resolution 15/3 was rejected):

##### **Staff Transition – Lay Employees of Other Methodist Bodies [SRC/13/15C]**

The Committee agreed to the 3 stage transitioning model as a result of the creation of the Discipleship and Learning Network.

The Committee passed the following Resolution

##### **15/4 The SRC agreed the approach outlined for dealing with lay employees of other Methodist bodies affected by the formation of the Discipleship and Ministries Learning Network.**

##### **Establishment of Network Committee [SRC/13/15D]**

The Committee noted the paper and Resolutions 38/4, 38/5, 38/6, 38/7 and 38/8 whereby the Methodist Council had approved the creation of a Discipleship and Ministries Learning Network Committee at their April meeting (paper MC/13/38).

##### **Service Level Agreement with the Queen’s Foundation**

The Committee noted that there was substantial work required in drafting:

Service Level Agreement with Queen's College  
Revised Terms of Reference for Cliff College  
Establishing governance responsibilities to the Network Committee for the North Bank Estate, Methodist International Centre, York Institute and Hartley Victoria College.

**13.2.10 Joint Property Strategy Group (JPSG) Report on Releasing Church Buildings**

Carla Maurer joined the meeting and the Committee considered the recommendations in the paper regarding the release of underused church buildings at an undervalue, whilst upholding restrictions in accordance with Model Trust 20 in order to contribute to mission and ministry in a local community.

The Committee noted that an Ecumenical Group cannot make recommendations for changes to our Standing Orders and that the Committee could not agree anything on the basis of the current paper.

The Committee received and noted the paper but did not wish to pursue these ideas at the present time and said that these ideas should not be circulated more widely.

The General Secretary would state at the Conference 2013 that work continues to be done relating to the releasing of buildings for mission.

It was suggested that a further report be taken to the Methodist Council in October 2013 and then perhaps to the Conference 2014.

**13.2.11 Any Other Business**

No other business:

**13.2.12 Dates of Future Meetings**

Tuesday 25 June 2013 at MCH (subsequently cancelled)

Monday 16 September 2013 at MCH

Thursday 28 November 2013 at MCH

Wednesday 5 – Thursday 6 March 2014 Royal Foundation of St Katharine's, Limehouse

Thursday 1 May 2014 at MCH