



**CROMER PAROCHIAL CHURCH COUNCIL**

**Minutes of a meeting of the Parochial Church Council  
held on Saturday 18<sup>th</sup> October 2025 at 9.30 a.m. at The Pleasaunce**

**Members present:** Revd Will Warren (Chair), David Anderson, Judith Anderson, Jill Boyle, Anna Coghlan, Anne Cottingham, John Hodgkinson, Tracy Johnson, Ivan Kimble, David Loades, Hazel Mardlin, Jon Mardlin, Sarah McCandlish, David Orsborne, Doug Tuthill and Eileen Woodfield

**PA2510-1 Opening worship and prayer**

WW led a reflection on Ephesians 4 focusing on three related themes: there is one God (v4-6), He gives many gifts (v11-13a), and these are given to build the Church up in stability and maturity (v13b-16). This Awayday is an opportunity to explore this and what it might mean for Cromer Church over the next few years.

This was followed by a time of open prayer.

**PA2510-2 Apologies for absence**

Apologies for absence were received from Christopher Jacquier and Simon Purslow.

**PA2510-3 Declarations of Interest**

There were none.

**PA2510-4 Setting the scene**

WW introduced the first session by reminding PCC of Andy Bagwell's visit in May, and his subsequent report, which had been circulated to members to read.

WW also acknowledged the widely felt concerns over current staffing levels, especially the lack of ordained staff following the departure of our Curate and our Associate Vicar during the year.

AB's report had noted that we were relatively understaffed for a church of our size.

WW shared some local comparisons where smaller churches are much better staffed and noted the financial and other challenges that Cromer Church would face in addressing this need.

**PA2510-5 Session 1 - Clarifying vision and ministry needs**

A wide-ranging discussion followed about vision, staffing and finance, including the needs of St Martin's and the Parish Church, the appointment of a new Associate Vicar and Curate, the possible appointment of additional administrative support, an Operations Facilitator and a Children, Youth and Families Worker to support the church in realising the vision we had been given.

Following the discussion, it was **AGREED** that the appointment of a new Associate Vicar be pursued as a matter of urgency and that further work should be done on creating role descriptions and person specifications for the other posts mentioned.

Members also **AGREED** to consider ways in which the budget would need to be adjusted to achieve this.

**ACTION:** WW, S&F

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PA2510-6 **Members enjoyed a short break for refreshments and informal conversation**

PA2510-7 **Sessions 2 - Leadership, Governance and Management**

Members engaged in a full and open discussion about leadership, governance and management, including the roles of PCC and Standing Committee, the purpose and function of our leadership teams, how well our current structures work in taking forward our vision, how well our structures are understood by the wider church, how effectively they communicate and what we could do to improve them.

Following the discussion, it was **AGREED** that we should revise the structure of our Leadership Teams, re-establish them as 'Action Teams', rewrite their Terms of Reference and review and renew their membership. Going forward we would aim to have Action Teams for Mission and Evangelism, Fabric and. Children, Youth and Families and Communications. In addition, a team would be established to support WW with the strategic and spiritual oversight of the Parish. All teams would report to and be accountable to PCC, and the revised structure, composition and Terms of Reference would come to PCC for approval. ACTION: WW, S&F, All members

PA2510-8 **Session 3 - Next steps**

In addition to the action points noted above, the following 'next steps' were **AGREED**:

To explore the available data on the Parish to see what we might learn from this.

To consider how to strengthen the Pastoral Team to meet the many and varied pastoral needs of the parish.

To consider how to improve our welcome, connection and discipleship pathways.

To reintroduce a 'Church Life and Growth' item to each PCC agenda.

PA2510-9 **Closing reflections and prayer**

WW thanked members for making the time to attend the Awayday. The level of engagement and the quality of the discussion had been high, and there were several very positive actions to take forward,

After a time of prayer and The Grace, the meeting closed at 12.55.