

**CROMER PAROCHIAL CHURCH COUNCIL**

**Minutes of a special meeting of the Parochial Church Council  
held on Thursday 19<sup>th</sup> March 2026 at 7.30pm at St Martin's**

**Members present:** Revd Will Warren (Chair), David Anderson, Anna Coghlan, Anne Cottingham, John Hodgkinson, Tracy Johnson, Ivan Kimble, David Loades, Sarah McCandlish, David Orsborne Simon Purslow, Doug Tuthill and Eileen Woodfield.

**P2603s-01 Bible Study and Prayer**

WW led a short study on Psalm 33. This was followed by a time of prayer.

**P2603s-02 Apologies for absence**

Apologies for absence were received from Judith Anderson, Jill Boyle, Christopher Jacquier, Hazel Mardlin and Jon Mardlin.

**P2603s-03 Declarations of Interest**

There were none.

**P2603s-04 Associate Vicar Appointment**

WW introduced the briefing paper. He reported that he and the churchwardens had met with Bishop Jane (via Zoom). This has been a helpful discussion in which, among other things, PCC's questions about the provision and cost of housing for the Associate Vicar and whether there were costs associated with the post beyond those covered by the Parish Share were answered. The details of the Legal Agreement and some aspects of the Statement of Particulars had also been discussed, and information about these was shared with the meeting.

This led on to a thorough and helpful discussion during which the following points were raised, discussed and noted:

Members welcomed the clarification that the Associate Vicar would live in the Vicarage Road house previously occupied by the Curate, and that the associated costs would be covered by the additional Parish Share payments.

Members welcome the clarification that the only additional costs of the Associate Vicar post to be borne by the Parish would be the routine working expenses.

Members were insistent that the candidate must be informed of the changed nature of the appointment before interviews take place as the post is not now the post that was advertised and for which he applied. Bishop Jane is willing to do that. This should be done by means of a written statement to ensure transparency and that everyone hears the same message.

Members noted that some details in the Legal Agreement and the Statement of Particulars are incorrect or did not apply to this post. These must be corrected or removed before those documents are used in the appointment process. Some work had already been done on this, including the removal of the time-limit on the post. PCC should have the opportunity to see and ratify the final versions of the documents.

Members considered that the wording of the final paragraph in the 'Termination of appointment' section in Part One of the Statement of Particulars seemed excessive

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and to go beyond the usual legal requirements. Wording more in keeping with tone of the House of Bishops' 2023 statement on this matter should be substituted in its place. Members noted that a few other places in Norfolk have similar LSM arrangements. The Legal Agreement and the requirement to make payments for the post directly to the NDBF are also similar and are not unreasonable insofar as they apply to this post. We would continue to pay the remainder of our Parish Share through the Ephesian Fund. Members noted that the cost of this post is significant and PCC must bear in mind that we will need to raise the money to support it. We have provided for it in this year's budget but, when planning next year's budget, we will need to set out for the church family the need to increase giving to cover the additional cost in future years. We might also need to review whether spending should be redirected from other activities or events to free up funds to support this important ministry.

Members considered that the full-year cost of the post is higher than expected and that we should continue to talk with the Diocesan Finance Team about how some elements of double-counting can be resolved for the future. There is also uncertainty about the mechanism for ensuring that future costs are reasonable, manageable and, to some extent, predictable. This should also be explored with the Diocesan Finance Team.

Members were encouraged that the post had generated interest and one good candidate. We know that we need this person to complement the ministry of Will and others. We believe that, as God has led us to conceive the post, he will be in the work, helping it prosper and thrive, and will help us to support it financially, practically and prayerfully in the years ahead.

Following the discussion, the following proposals were made and voted on:

1. "That Cromer PCC agrees to enter into the proposed legal agreement relating to this LSM appointment."

The proposal was **CARRIED** with 12 votes in favour and 1 against.

2. "That Cromer PCC should have the opportunity to view and ratify the final versions of the amended Statement of Particulars and Legal Agreement before any appointment is confirmed."

The proposal was **CARRIED** unanimously.

3. "Cromer PCC believes that the wording of the final paragraph in the 'Termination of appointment' section in Part One of the Statement of Particulars (Form 9) goes beyond reasonable legal requirements and requests that wording more in keeping with tone of the House of Bishops' 2023 statement on this matter be substituted in its place."

The proposal was **CARRIED** unanimously.

4. "Cromer PCC agrees that interviews for this post should go ahead on 26<sup>th</sup> March subject to the candidate being properly and sensitively briefed on the changes to the nature of the appointment and the relevant details in the Statement of Particulars associated with these changes."

The proposal was **CARRIED** unanimously.

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## P2603s-05 **Sale of the Property at 17, Meadow Close**

Members voted to **CONFIRM** decisions taken by email correspondence in relation to the sale of 17, Meadow Close, as follows:

1. "That Cromer PCC accepts the offer received via Arnolds | Keys and asks the Diocesan Property Team to ratify that decision."

The proposal was **CARRIED** unanimously.

2. "That Arnolds | Keys be notified that PCC has accepted the offer and has appointed Hayes and Storr to act as its solicitors in the matter of the sale."

The proposal was **CARRIED** unanimously.

SP reported that the Diocesan Property Team had ratified the decision and that the other matters had, consequently, been put in hand.

On the related matter of the Parish Hall, SP reported to members that we had finally had a response from NNDC to the pre-planning application and that the bid to have the Parish Hall declared a Community Asset had been declined.

## P2603s-06 **Review of the meeting**

Good timekeeping and good engagement with the challenging and important business items covered were the main issues noted.

**The meeting closed with The Grace at 9.05 p.m.**