

**AHLT 29th November 2021: Lucy Larkin, Heather Alford, Liz Aver, Hugh Barne, Martin Handford****Apologies:** Ben Goddard**Note Taker:** Hugh Barne

Item	Summary of discussion/Action	By whom	By when
<b>Introduction</b>	<p>Hugh opened the meeting by reading Ephesians 1:17-23, drawing out some brief reflections and then those present spent time in prayer.</p> <p>Martin asked for approval of the revised minutes from the October meeting and approval was given.</p>		
<b>Trialogue 'the viable organisation'</b>	<p>Lucy then led a discussion which started with her own memory of why she joined the leadership team and her sense of role within it (making reference to the Insights personality colour profiles that some of the team had previously engaged with). Heather, Liz and Martin then followed suit and the following picture was described: Lucy described her role to be principally concerned with Spirituality at All Hallows, for Liz it was small groups (and associated pastoral care and for Martin it was linked to his role as church warden (but with a background of approaching Marc on the issue of men and women's discipleship).</p> <p>Some of the history of the leadership team since 2016 was discussed – how the LT was preceded by working groups on the three areas of Evangelism, Discipleship and Youth and Children's, how a whole church survey had identified a need for a more structured, focused and recognisable leadership for the four different congregations, how it had been decided that the PCC were able to consider whole church issues such as finances, Buildings, HR and supporting Missions but how the areas of Evangelism, Discipleship and Youth and Children's ministry needed to be considered in separate contexts.</p> <p>Liz and Heather reminded the LT that a decision had previously been made to prioritise children and young people at All Hallows, with a key consideration being the possible pathway from Stay &amp; Play into Sunday Services. It was suggested that the focus on Children and Young people had influenced the way in which other considerations/decisions were evaluated.</p> <p>Heather commented that part of the leadership team's role had also been balancing investing in families whilst also seeking to ensure that people of all generations were cared for.</p> <p>Lucy then introduced the 'viable organisation' diagram (Dudley, P.) and invited the LT to consider both where All Hallows currently were focused and where we as individuals most naturally were inclined to focus. (The diagram suggests that the best leadership resides in the tension between: Creating the future 'where are we going?' / Nurturing identity 'who we are' / Managing the present 'what we do'). Lucy suggested that Covid had caused us to spend lots of time managing the present, which was agreed.</p> <p>The LT then talked about their relationship with the wider leadership structures including some of the challenges of communication/consultation/collaboration. There was a discussion about what role the AHLT should play with relation to the wider</p>	All	Jan 15th

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	<p>structures. Lucy asked if we needed to bring new people into the AHLT in order to balance our leadership well between the three areas.</p> <p>There was also some honest consideration of our recent history at All Hallows – how we were still (to some extent) grieving the loss of those who had left for various reasons, some instances more deliberate than others. It was suggested that this feeds into our sense of identity – perhaps as feeling like the mother plant that has been depleted and is now struggling. It was suggested that this is reflected across those serving in roles where they now feel overburdened and weary. A particular area of depletion that we acknowledged was with sung worship, both as a concern for over burdening the few musicians and singers we have and also as a part of our corporate life which may be struggling due to depletion.</p> <p>There was also a discussion about our particular identity arising from our context – are we comfortable with our identity as an attractional church drawing people out of their own communities? Do we see our identity as a parish church or as a church serving and reaching a much wider area (Truro/BMO etc)?</p> <p>Lucy suggested that considering the language we use is important in understanding our identity. The preference for speaking of church as family reveals something of our shared identity and might be a good focus for our replenishment – shared lunches, a weekend away and other initiatives were suggested. Liz raised the issue of not knowing the names of young people and how that is a barrier to truly being family together. The concept of ‘prayer grannies’ was also mentioned.</p>		
<b>Role of the leadership team</b>	Although this was a separate item on the agenda, this was covered in the above discussions. It was agreed that this would be picked up once more at the January meeting.	Hugh	Jan 15th
<b>The building project and team</b>	<p>The question was raised about membership. Liz suggested that the current members (Geoff, Jonathan, Martin) could restart conversations to assess where plans had got to and to consider possible next steps that could be fed back to the AHLT. Lucy commented that any way forward with the building project would need to be in conversation with the way forwards for All Hallows.</p> <p>There was discussion about reconsidering the approach of the building project. Hugh expressed a fear that any proposals that change the exterior (requiring groundwork in the churchyard and the approval of exterior alterations) were likely to make the process much more complicated/expensive/time consuming and there is a danger of absorbing a lot of time, energy and money when the congregation are already feeling thinly stretched.</p>	Liz	Jan 15th

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<b>Refreshments before the service</b>	We discussed asking the refreshments team if they would be happy to move serving refreshments to 10.15am. It was noted that some had previously asked for refreshments before and after the service but the next step might just be to move to before the service only. It was decided that Monica should be consulted.	Hugh	Jan 15th
<b>Men's and women's ministry</b>	Sheryl's email (dated 11 <sup>th</sup> Nov but sent on to LT's on 23 <sup>rd</sup> Nov) was discussed. Concerns were raised about overstretching volunteers but the general idea was supported. Sheryl had asked for suggestions of people who it might be beneficial to get involved and topics to consider. As time was limited this was beyond the reach of the meeting but the principle of involving people from a range of generations was suggested. Hugh to pass these discussions on to Sheryl.	Hugh	Jan 15th
<b>Operation London Bridge</b>	<p>Hugh briefly raised 'Operation London Bridge' and suggested that we should give thought to how All Hallows might make provision. It was suggested that All Hallows is unlikely to be sought a great deal out by the local community for processing the event but the AHLT will give thought to opening the church for private prayer and any special provision in the way of services. Martin passed on that Mark Hood had been contacted to inquire about bell ringing to mark the events, no response had yet been received. Hugh mentioned that ringing, flying the union flag at half mast and singing the Queen's favourite hymn 'Praise, my soul, the King of heaven' are all measures that might fairly easily be arranged.</p> <p>It was suggested that the LT reflect further on this.</p>	All	As required
<b>Church cleaning</b>	Hugh passed on the message from Jean Stanhope that the church cleaning rota doesn't cover December and is also not in place for 2022. Hugh agreed to obtain a copy of the rota so that a way forward could be established.	Hugh	Asap

Date of next meeting: 17<sup>th</sup> January 2021