**AHLT 21st March 2022: Heather Alford, Liz Aver, Hugh Barne, Ben Goddard, Martin Handford, Lucy Larkin**

**Note Taker**: Hugh Barne

| **Item** | **Summary of discussion/Action** | **By whom** | **By when** |
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| **Introduction** | The meeting opened in prayer |  |  |
|  | Martin suggested that two items be brought earlier on the agenda for brief update. |  |  |
| **Creation Care at Kea Update** | Martin updated the AHLT on the progress with implementing several aspects of the Creation Care initiative. St Kea are now working towards the Kernow Green Church Award (for which approval was granted at the March PCC meeting and which includes the A’rocha Eco Church Scheme registration and audit – each of these have already taken place). | None |  |
| **Update on the proposed position of Music Minister** | Hugh gave an update on where the process had got to, how it had been briefly discussed at Standing Committee on the 14th Feb and at PCC on the 14th March. Martin also relayed some of the comments made by the PCC which included comments about the need for someone who will empower and train others rather than simply doing it all themselves. There has also been a discussion about what we were seeking to achieve with music in our services – performance vs authentic voice of the congregation which Martin and Hugh relayed to the AHLT. Hugh also mentioned that there is forecast to be a significant deficit in the budget and that this had been raised as a concern at the PCC meeting. In reply to this some members of the AHLT asked about the outlay on the three office staff, Martin clarified that the cost to church was equivalent to when Sian G and Ruth were sharing the same three roles between them. It was asked whether it is possible to claim Rural Dean admin costs from the Diocese, Martin said that he had also asked this question himself. It was agreed that the next step was a joint meeting between the AHLT and TLT. | HB | April 4th |
| **Continued discussion on the reorganisation/improvement of the layout of the AH building** | Liz and Martin summarized progress with the buildings team. As part of this Martin relayed a comment about the organ which had been made by Marc at the PCC meeting: that it shouldn’t be viewed as impossible to gain permission to remove the organ, but that a lot of hard work and perseverance would be needed. Ben reminded the AHLT just how recent an addition the organ was to All Hallows and that a blind test had been conducted between a virtual organ and the physical organ which indicated that sonically there was nothing to lose. Liz commented that there has been a consensus amongst the buildings team at the conclusion of the most recent phase of developing the plans that the impasse may well be the Holy Spirt prompting a different path. Hugh commented that a more modest scheme may well be sensible given the financial situation and also comments about the All Hallows church family feeling a little depleted and over-stretched. It was also noted that the shape of the building project proposal should align with the vision for All Hallows. |  |  |
| **Continued discussion of the role of the leadership team** | Hugh then continued a discussion from the February meeting about what the distinctive and contextualized All Hallows vision should be (alongside the overarching St Kea Vision). Hugh read out three statements that he felt were already evident values. **All Hallows recognises that, by nature of its location and the composition of its congregation, it is more of an attractional church than a local church. All Hallows recognises that it has something valuable to offer to families who want to engage in church community throughout the week and on Sundays. All Hallows seeks to be a place where people of all ages receive spiritual care, but an emphasis is placed on engaging, evangelising, establishing and equipping children and their parents.** These were generally agreed to be sensible statements, different members of the leadership team spoke about how the focus on families and youth had been a deciding factor in settling at All Hallows. It was suggested that the word youth should be inserted in the third vision/identity statement. A question remains as to how these statements might be presented publicly, but they can at least inform the AHLT. Hugh commented that a key role of the AHLT going forward will then be to hold ourselves accountable to this vision/identity in reviewing how we are doing in all of our church activities and suggesting how we can improve our focus. Hugh also suggested that part of the All Hallows identity might be as a ‘resource church’ (something he had already observed in the way that things operate – BMO/St John’s/Marc’s role). Lucy expressed caution in adding this to our core identity due to the sense of depletion.  The AHLT talked about the make-up of the leadership team, roles and criteria for recruitment. It was generally agreed that representing different demographics and church ministry areas was a good principle, that candidates should be spiritually mature and that a certain amount of common sense/instinct was also required. Liz restated her desire to step down from the leadership team once she steps back from leading small groups in May. Two possible new members were suggested and it was also thought that Liz’s replacement should be considered for joining the leadership team but that this would not necessarily be automatic. It was suggested that Marc might consider this aspect as he is recruiting and make expectations clear.  There was then a discussion about the structure and timing of AHLT meetings and it was agreed that they should be kept to a manageable length with time set aside for both discussion of pastoral care needs and prayer. With this in view it was suggested that a timed agenda should be introduced with 7.30-8.30pm being reserved for discussions and decisions and 8.30-9pm being reserved for discussing pastoral care needs and praying for All Hallows. Hugh also commented that it was useful how Martin had indicated a distinction between update/discussion on the agenda, that we should try to be disciplined in sticking to this and that a third category of decision may be required. |  |  |
| **All Hallows Away Day** | This was discussed very briefly at the end of the meeting. It was agreed that this sort of initiative would be worthwhile, that the mobility/comfort of older church family members should be considered and that numbers attending would most likely be low. Hugh said he would follow up by exploring both a venue and a finalised date. |  |  |

Date of next meeting: