

Minutes Church Members Meeting
26th May 2021

1. Prayer and Worship

Roy Bawden welcomed members to the meeting. Apologies: Elaine Ewusie-Wilson; Graham and Ruth Martin; Sheila Wills, Dave Connelly and Alison Dennis. Roy reminded participants of 'house-keeping' whilst using Zoom, that this meeting is for members only and are temporarily recorded to an 'RBC' computer for minute-taking and counting purposes only. They will be deleted after minute approval. Roy led us in Worship with a reading from Ephesians 2 and we listened to a song of worship, via U-Tube, sung by our member Holly Hawkes that asks about what we've done to deserve a love like that which God has shown us. Roy then led us in prayer.

2. Approval of Minutes of Last Meeting

A poll was launched for approval of the minutes. 84% Approved 16% Abstained.

3. Appointment of Operations Manager

The creation of this role, its responsibilities, importance and how it fitted into the structure of the church was shared at our last meeting. Nikki Latham, a member of this church, has been appointed to the role that she will start on 1st June. Nikki's skill set, experience and passion for the Lord's work are a perfect match to the role. Roy passed over to Nikki, who shared a few words about taking on the new role, working with the Leadership Team, developing the role and getting to know people. Nikki will be in the church most mornings. Her office will be on the ground floor. Roy thanked Nikki for her contribution.

4. Youth and Children Update

Our Search and Recruitment team had been working to consult and develop three part-time job profiles around Children, Youth and Families, including a role that split out the administrative tasks. Helen Yarrow brought the update.

Since the last meeting, we interviewed for the role of Operations Manager. Helen expressed her delight that Nikki Latham has been appointed to that role. Interviews were also held for the role of Children, Families and Youth Team Administrator. Four people applied for this role and 3 people were shortlisted and subsequently interviewed. It was unanimously agreed by the panel to offer the role to Nikki who will take on that appointment from 1st June and that will run concurrently with her role as Operations Manager. Nikki will be working full time; 25 hours pw as Operations Manager and 15 hours pw as our Team Administrator, supporting our Children, Families Worker and our Youth Leader. We did receive an application for the Children and Families worker but the person who applied was not shortlisted or interviewed for that role. Having appointed the Children, Youth and Families team administrator, the search team met again and reviewed the job descriptions.

Two weeks ago, we re-advertised for a Children and Families Worker and a Youth Leader with Premier Jobs and New Wine, Baptist Union and Theological colleges. We have received an application for the Children and Family Worker and have also received a CV for the Youth Leader role and have asked them to complete an application form and submit a video, as per the recruitment pack. In the meantime, we have been blessed with folk that have taken on part time temporary roles. Marie Dendy has been doing the admin support and will continue doing it, until the end of July. Nikki, who took on the role of temporary Youth Leader, will continue doing that role and also continue her temporary role as part time Children's Worker, until the end of July. Therefore, plans for our children and youth, to the end of July through August and summer holidays, will be continuing. All the plans for Sunday groups, youth meeting, etc., will be in place.

As guidelines change, we will be in a strong position to cater for them. We are grateful to God for his amazing provision.

We ask for continued prayers for the recruitment process, that God will put people on their hearts to look into those roles but also for Nikki as she joins the team on 1st June. Helen invited questions. Roy expressed thanks for the work that Helen Yarrow, Helen Smith, Nikki Latham, Marie Dendy, Chrissie and others have done and are doing. It is tremendously valued by the Trustees and as a fellowship.

5. COVID-19 Report

The COVID Working Group reports to the Trustees. It has been meeting weekly, with its focus increasingly shifting to how things might change as we come out of lockdown and the removal of legal restrictions on social distancing, currently planned for the 21st June. Helen Yarrow outlined key items.

The Group has had 72 meetings since last March. They used to meet twice a week but are now responding to changing guidelines. Since the last CMM, under 5's have been welcomed back into church. They are meeting in the Small Hall. All our Children are back in Church. Last Sunday, the church was almost full – socially distanced with families and it was wonderful to see the whole Rowland/Osborne clan worshipping together in church.

The first evening service ran on Sunday 23rd May. Again, it was great to see folk who have not been in church. It was a very busy, God centred and rewarding Sunday. With new guidelines, up to 6 people can sit together in church. As in a restaurant, 6 people can meet together. Between those groups of 6, we will maintain 2 metre social distancing. You could consider inviting someone to come along and then sit together.

People are in different places and some are not comfortable coming back. They might welcome a phone call and arrange to meet outside of church. We are now on post-lockdown planning. When can we sing is the biggest question, as it is not the same. We are beginning to think about running something outdoors. The plan is to stop live streaming and record the service to be watched later. There are a number of reasons for that. Opportunities to relate to our fellowship and share fellowship news cannot be shared when live streaming; the fact that we will have children in church, with regards to safe-guarding. Also, an encouragement to have fellowship together with each other. We have Plans A and B and after 21st June, how much notice will we have about what we can and cannot do and that very much includes our services and activities.

Please pray for our 2nd on-line Alpha course that begins on 27th May. Thanks to Hilary Ross-Smith and Geoff Easton who will be leading that. There is a prayer group. Prayer is always valued, so please do pray for that. We are seriously considering and moving towards Café Connect starting up on 14th June. We receive at least 2 phone calls and emails per week, asking when mid-week children's activity groups will be starting up again. We are hoping to start a form of Action Tots, a group for under 5's, on a Thursday morning.

Holiday Club, Miraculous Missions, is going ahead, live, 26th- 30th July. Schools have been sent the invitations for distribution to pupils. Again, we welcome your help with that. If you know of schools or people, please let them know it is going ahead. We had a productive Holiday @ Home meeting and a lot has been going on in the last few days about that. The plan is to run Holiday @ Home on 10th and 11th August. We won't have the day trip but we are excited. It will have an Italian theme – Roman Holiday may be the title, TBC. There are some wonderful things happening.

There are two things to share. Pre-COVID, we had discussed the time of our Sunday morning

service and during COVID, it moved to 10.30am. At the last CMM, a straw poll was taken on permanently moving to a 10.30am start. It was 67%-33% in favour of a 10.30am start. People involved in any capacity such as setting up, leading Sunday groups, technical team, worship team, communion team, etc., were also asked and that was a stronger, more definitive result in favour of a 10.30am start, 85% in favour. At their last meeting, the Trustees discussed this and voted in favour of a move to change the start time of our Sunday service to 10.30am. This has been prayerfully considered. Roy launched a poll:

Morning Service Time: I approve the proposal to move permanently the time of the morning service to 10.30am. (Multiple Choice – Yes, No, Abstain). Roy shared results: **83% Yes, 6% No, 10% Abstain. The proposal was carried.** Helen expressed appreciation for feedback on that.

The second issue is that of volunteers and people to support activities and events, as we move out of lockdown. It is recognised that we are in strange times and people are in different places in terms of getting back to church and involved in church activities. Circumstances may have changed jobs and are unable to support or be involved in the ministries; Others may be in a position to do more. We cannot get back to 'normal' without your support, not only prayerfully but practically be that technically through worship, leading or supporting our Sunday Children and Youth groups, so that we can continue to run our Sunday services. We have had a core number of people, to whom we are really grateful who have run services over the last 6 months. We need help to run Café Connect, toddler groups, mid-week youth groups. Perhaps you could help support some of the fabric issues; painting or tidying up. We have a huge collection of tools with a mission, that need to be taken to their warehouses. It could be being part of our Care Homes ministry, that has been continuing faithfully during lockdown with Barbara Avery and this has been such a benefit to so many in our care homes.

If and when you are praying about any of these and you feel prompted to find out more, feel free to ring Helen, the church office, Phil Ross-Smith who leads technical side of things, Helen Smith, doing our Children's work, Nikki Latham, our Youth work, Barbara Avery, care home ministry. We would really love to hear from you.

God has been at work at RBC over the last year and a lot of people have benefitted so much from what we have been doing and we want to continue to reach out, sharing God's love with people. Helen encouraged us to read the Friday communications, that will contain prompts of how you can help and to please prayerfully consider how you might get involved. Helen invited questions.

6. Membership Matters

Roy reported the sad news of the death of Ken Gnanakan, who was a member of this church.

7. Pastoral Care Policy Statement Renewal

The church has a number of policies and guidelines relating to various aspects of church life. They are reviewed regularly, some annually. We have two tonight: Pastoral Care and Safeguarding. We will vote on the approval of the Pastoral Care Policy statement, that relates to revised guidelines that were circulated with the meeting notice and will be posted to the website, if approved.

Roy read the statement and advised that the statement was signed under the knowledge that the statement was agreed at the CMM 26th May, 2021 and would be read annually at the church meeting, where progress in carrying it out would be monitored. Roy then passed to Jill Durn, Pastoral Co-ordinator, to summarise the principal changes. Jill re-capped on the Pastoral Care policy. It is reviewed annually and it has been reviewed in 2021.

The Pastoral Care Policy

- was written and approved last year, and it was agreed we would review it annually. The policy sets out the way in which pastoral care is structured within RBC, incorporating:

- co-ordinated care that Pastoral Assistants and volunteers carry out,
- support given by small groups and
- spontaneous care offered by individuals.
- The policy is still seen to be fit for purpose.
- The only change to the policy wording is to include volunteers as well as Pastoral Assistants who are asked to read and observe the Pastoral Care good practice guidelines, so everyone involved in pastoral care is asked to be familiar with these.
- Other than that, the policy statement remains the same.

Pastoral Care Guidelines

- These are for Pastoral Assistants and volunteers to be familiar with and to observe the practices, they are there to ensure the pastoral care we offer is conducted with integrity.
- These were written last year, based on guidelines produced by Pastoral Care UK and agreed last year in the April members' meeting and are displayed on our website for everyone to read but particularly for those giving and receiving pastoral care to read.
- Please could I ask everyone who volunteers in pastoral care in any capacity to have a read of these and to follow the guidelines.
- We want to make sure they are current and relevant and so have reviewed & updated the guidelines. Some amendments have been made, which Jill highlighted:
 - There is a new paragraph about pastoral carers keeping themselves safe by giving due consideration to the situation, the person they are supporting, their circumstances and location etc. (9.2)
 - We've changed the use of the term 'vulnerable adults' to 'adults at risk' to reflect and be consistent with our Safe to Belong policy, (10)
 - We have included information about volunteers' insurance liabilities - we notified everyone of this last June in the RBC monthly newsletter (new section 11). This relates to offering lifts to people and offering practical help.
 - We have added a paragraph on adhering to current government regulations and BU guidelines on coronavirus. (12.10)

Please do have a read of these guidelines, especially if you're involved in pastoral care in any form. If you have any questions or concerns at any time, please contact Jill, who will be happy to chat with you about them.

Finally, Jill thanked everyone who is and has been involved in pastoral care and support of others. This past year or so has been very challenging for us and the way in which we do pastoral care has had to adapt due to the changing government regulations and guidelines, but pastoral care within the church has been very active! Although we have been restricted by the lockdowns and government regulations, and not been able to visit people or give lifts to appointments and so on, the church family has sought to care for one another by keeping in contact by phone and messaging, doorstep visits, helping with shopping and meals, and much more. We have seen small groups playing a big part in providing support for one another. It is a real privilege to be part of this caring, loving church community where people look out for one another. Thank you to all involved in pastoral care and for the time and effort you put into that. Jill invited questions.

Roy opened the Poll. **I agree with the statement on Pastoral Care Policy. 98% Yes 2% Abstained.**

Roy thanked volunteers and Jill, as our co-ordinator. What a year it has been and demand on Jill, given the pastoral needs that COVID has generated from within our fellowship.

8. Safeguarding Policies (renewal)

There are two policies: Adults at Risk and Children and Young People.

The policy for Adults at Risk is unchanged. Roy read the statement relating to Adults at Risk. It will be read annually at the church meeting. The policy is available on the web-site for reference.

If you have any concerns for an Adult at Risk, or in relation to a Safe to Belong matter, the following people have been approved as Safe to Belong Co-ordinators for RBC and include Derek Page, Barry Dore and Jane Golden, who is our Designated Safeguarding Person, Jill Durn and Helen Yarrow. Roy invited Questions.

Roy launched the poll: **I agree with the statement of Safe to Belong Policy, Adults at Risk Unanimous – 100% approved.**

There have been a number of changes for children and young people's safeguarding that captures separate policy guidelines for the use of social media. These documents were circulated with the meeting notice. Roy read the statement and passed back to Helen Yarrow, who highlighted principal changes.

In terms of general policies, we have removed 'Youth Leader and Children's Worker' and replaced by 'vacant positions' and said that any decisions they would normally make, would be shared by a delegated person. The other major changes are to our social media guidance code, which we have had some very lengthy discussions about how we respond to the on-going changes in social media. We have re-written our social media guidance code to include a general communication through our groups, such as Roots and Refine, how we do that, who the person is to set up those groups and had made the decision to use WhatsApp as our method of communication. We have made changes to our general guidelines; how we use our language. It is important to read the guidelines. Social media is huge at the moment. If you are involved with Children and Youth on any form of social media, please read the guidelines on our website. There have been a number of meetings with the Youth Strategy group and a special thanks to Jane Golden, our designated safeguarding person, who has been incredible in how she has pulled everything together.

Roy launched the final poll: **I agree with the statement of Safeguarding Policy: Children, Young people and the Church. Unanimous 100% Yes.**

Roy thanked all those who are taking part in the life of the church in those areas and praying for its success. It could not happen without you and our Lord's guidance.

9. Report from Church Treasurer

Craig Rowland brought the report. The report is available on the church members' website. There has been a slight upturn in March/April. We were 13% down and are now 11.2% down. As this is a twelve-month rolling average, it will iron out peaks and troughs. Offerings are currently running at £24,000 per month. Looking at the budget, by year end, we would be running under by £3,000 a month and £36,000 overall. Currently, we are only £2,000 under as we back-loaded the budget. We knew the church would be closed, so we phased it when it became obvious we would need to do some back-loading. Things will go more off-budget, as we move forward. A graph showed the COVID year, 2021 in red, showing a sharp decline in growth.

The final slide - Craig focussed on the 4 months to the end of April. Standing Orders are a worry. People are experiencing tough times, so standing orders are lower than expected and numbers have reduced due to deaths and leavers and new people not coming to church. Donations have been a blessing, leaving us £1,000 off budget. Expenditure: small savings in the ministerial team were offset by the new boiler at Oxford Drive but generally, bang on budget. External mission - there is no intention to spend less on external mission. There is under spend in internal mission, due to inactivity, as we have not been able to do what we would normally do. Church Premises - furlough payments reduced costs for our cleaning team. Overall, we are £11,000 favourable to budget in terms of expenditure, leaving us £10,000 in cash better off than we planned to be. We

planned to make a loss of £22,000, which sounds strange but in May we receive our Gift Aid, usually around £70,000 and then we lose £5-6,000 a month, until we receive it again. We planned to lose £22,000 and we actually lost £12,000. Praise the Lord, a good position for us. We are no longer paying £3,500 for the loan, that has been paid off. We budgeted £62,000 but at the end of last year we had some gift donations, on which we have claimed the Gift Aid, so we were able to claim £68,000 in May. Thanks to Chris for claiming that back. Craig invited questions.

Q – Trevor Bradshaw - Back-loading – would that affect year to date or how does that impact going forward?

A - We put in a budget of £26,000 for the first half of the year and then we back-load at the end. The variance against budget will grow, if we stay at £24,000 a month.

Craig gave an update on the Finance committee, that consists of Roy Bawden, Craig, Chris Follett, Rob Rowland and Andy Newton. Andy Newton has stepped down from the Finance Committee after 7 years. Craig expressed his thanks to Andy, who has been a great member of the committee. Andy has also stepped down from GPS, where he represented their needs, requirements and budgets, professionally and well over the last 7 years. Craig will be speaking to Graham Durn about how to proceed going forward.

Chris Follett has decided to step down after 15 years as Assistant Treasurer. Craig wanted to minute his thanks Chris for all his hard work. He will be sorely missed. Our intention is to recruit from within the membership for the role of Assistant Treasurer. All members will be written to and it will be in the church newsletter. It is a paid role: 7 hours per week, £5,000 pa. It is a key role to fill as a lot of discretion is required. It will be put in the newsletter. Thanks again to Chris Follett. Craig invited questions.

10. Report from Church Secretary

Church Secretary, Roy Bawden, brought the report. The Baptist Assembly took place on-line between 13th and 16th May. Roy listened to the guest speaker, Shane Claiborne who is a young American Christian activist, joined the AGM and also one of the seminars about Children, Young People and Families which was all about building back better. Recordings of many of the events can be found on YouTube.

Our Emergency Evacuation procedures have recently been reviewed and there are some slight changes. Deacons, stewards and group leaders will receive a copy shortly and the slide that is used for projection is being updated.

Roy shared a slide concerning our review of strategic priorities and our progress. RBC is in the process of completing the staff team for Youth and Children, having undertaken a strategic review of this ministry area. Please pray that God will bring forward the right people to fill the vacant roles and ask yourself, is it me He's calling? At our last meeting, members looked at how we organise ourselves proposing a number of changes. The most significant of which was the creation of the new Operations Manager role. At our meeting in January, we shared thoughts around our future evangelism strategy. There was great feedback and members were encouraged, if they felt inspired and led, to consider joining our Outreach Sub-Group, to oversee its delivery. Sadly, no one has come forward yet and Roy posed that challenge once again. If you want to let God bless you and this fellowship by working with others to see His gospel made known to all ages in our community, email Roy or Helen Yarrow. Feel free to ring if you want to know more about what it entails.

Fourthly, we are putting together a team to plan and prepare for recruiting Derek's replacement in Autumn 2023. The team will include Roy Bawden and Craig Rowland as the 2 Church Officers, Tope Oshowole and Duncan Tuft as Trustees and we are approaching others from the membership to join.

Fifthly, at our last meeting we started looking at inter-generational church, what it means, how is it practised at Ruislip and what else might we do? There was good feedback, some of which came in after the meeting and this has been captured in the minutes on the website. We believe that, as leaders, we need to be more strategic in our thinking and as part of this would like to set up a team that meets probably for no more than 2 or 3 times to support this aim with the following terms of reference: "RBC aspires to be a church that embraces all generations and includes opportunities for these to engage separately and together. Produce a list by priority of up to 8 activities, including existing, that would best serve to achieve the latter and their suggested frequency." As always, we can choose our own volunteers and we'll aim to do that but if this is something you have a particular passion for, please step forward and again ring Roy, or send an email. The trustees are already looking at some possibilities; for example - a local house-party and increased all-age fellowship time around services.

Our next shared objective: giftings and their use. Members were placed into small groups, each with a Trustee with one exception, to discuss: **how can we best ensure that we each identify what our gifts are and best practise them?** This time was also used to raise any questions around our developments regarding the strategic objectives.

11. AOB

Shiv Dales, one of the many missionary partners that RBC and the membership has supported for 7 and a half years and Ryan since they got married thanked the membership for its dedicated support for their work at MAF and for Shiv personally, especially through the challenges of the COVID year. To have the constant and significant support of RBC, both through prayer and financially, is an encouragement and we will never know just how much of an encouragement, so Thank you! Roy thanked Shiv for joining the meeting and asked Barry to close the meeting in prayer. Roy thanked everyone for attending and closed the meeting.

SUMMARY OF BREAK-OUT GROUPS' DISCUSSION: GIFTINGS AND THEIR USE: HOW CAN WE BEST ENSURE THAT WE EACH IDENTIFY WHAT OUR GIFTS ARE AND BEST PRACTISE THEM?

- Revisit gifting surveys (every 4-5 years?).
- Store and look through appropriately.
- What is make-up of current 'giftings' team? Is it meeting?
- Revisit Gillian's "Gift / Ministries" book that was issued in 2017, which was a good opportunity to acknowledge the many gifts within our fellowship and how they are being used.
- 'Spiritual' and 'practical' gifts: easier to find a way of using latter, but what about former?
- Teaching/exploring sessions followed by opportunity to put them into practice (e.g. Soul Survivor used to run day courses (and seminars at their summer conferences) doing exactly this - could we replicate at RBC?)
- Provide opportunities to explore giftings.
- Completing Gifts survey form is good for self-reflection on our own gifts.
- Need other people to tell us what our gifts are as well. It's about having a culture of encouragement.
- Small groups a good place to identify gifts and tell others as place of safety where relationships are formed.
- People appreciate a direct invitation to be involved – it is good to ask people directly 'Would you like to be involved in X...?' It is an encouragement to be asked directly.
- Sometimes it's good to have the opportunity to try something for a set time period, without feeling you have to commit long-term. This helps with the discernment process of finding out if this is what God wants me to be doing.
- It's good for us to meet together and informally recognize and identify the voluntary needs in the life of the church.

- A list of specific voluntary opportunities should be produced and advertised, so people can actually see where the vacancies lies, and reflect on whether they should 'apply' or volunteer for the vacancy.
- Good to think about how we advertise to the youth. They won't pick up on things like church emails. Perhaps you could have a list of 'vacancies' in the Sidewalk for them to look at and think about getting involved. Think of other ways of how we can advertise opportunities to the youth – e.g. Instagram or social media?
- Need to install culture of serving from a very young age – e.g. including children as well as young people in serving e.g. children used to wash up at end of Rainbows. Involving families in voluntary activities e.g. tidying up days at church, saves childcare issue if can bring children with you. Good for intergenerational church.
- It's good for us to redo the 'gifts survey' regularly, because we go through different seasons where circumstances change, and perhaps even our giftings or desires can change. Also, it's good to regularly review through the gifts survey rather than a 'once off' so that its regularly on our own agenda and fresh in our mind.
- It's important we that don't feel that voluntary work has to be really polished or perfect. It's ok to make mistakes, or have room to grow. If we have to be 'perfect' before even trying, it will put people off having a go in the first place.
- Its more than just about identifying gifts, or what we can do, it's about our whole personhood. For example, we can use the acronym SHAPE for self-reflection

- S – Spiritual gifts – what biblical gifts has God given to me?
- H – Heart – what am I passionate about?
- A – Abilities – What are my skills-set and talents?
- P – Personality – Do I tend to be more introverted or extroverted, planned or spontaneous?
- E – Experience – What life experiences have I gone through that can help when it comes to serving others?

- Many people find it hard to identify their own God-given gifts, but others can often 'see' them. So, in some instances, it may be appropriate for someone to approach another brother or sister in the Lord, & say to that person that they have a particular gift that can be used by the Lord.
- All members will have completed a RBC skills survey at some time, but it would be helpful if this survey could be updated from time to time; this may already be happening.
- Skills, as listed in the skills survey, are not necessarily the same as God-given gifts/giftings.
- It would be helpful if RBC could run again a short training course, to enable folk to more easily identify their own God-given gifts.
- It would be helpful if, when needs arise within the church, the particular need is made/listed somewhere, & broad details of the need provided. For example, if there is a need for a helper or leader for a group at RBC, then the 'job' description displayed could identify helpful details (e.g. what day? how long? how often?) & if there is a rota, etc. A lot of people are possibly currently deterred from saying they will help, because they don't want 'to be lumbered' for an indefinite period, perhaps they don't want the responsibility of leadership (but would be willing to be a helper), they don't know if their help will be required every week or that there will be a rota, etc. It was appreciated that these questions could be asked personally by potential volunteers, but it is often easier to assess the need (privately) by seeing the detail in print somewhere.
- As far as fabric/housekeeping needs are concerned, then there should be a prominent & up-to-date 'running list' of things needing attention, so that these needs can be continually met by those with practical gifts, & the list amended accordingly as soon as the job is done. It was appreciated that there is already in existence a slightly untidy list of practical needs displayed in the vestibule somewhere, but some items remain on this list undealt with for a long time (often to the despair of the cleaners!).
- Sometimes people unaware a need exists. Maybe, a person was absent from a church meeting or service where the need was identified, & this is where a published detail of the need would be

invaluable. For example, one of the children's groups may need an extra one or two regular helpers, but often people mistakenly think that all the groups seem to be functioning well, & are unaware that a need exists, so they don't volunteer.

- Maybe, when there is a particular need, then those people identifying the need should gently approach other folk & say that they recognise that person's gifting in that particular area, & would they pray about the matter & consider volunteering (i.e. a more pro-active approach).
- More you do the more you get back, you feel invigorated serving.
- Difficult for some to identify their own gifts, perhaps others can help you find them.
- Use Small groups – have a Small Group gift focus period (can discuss with those in your Small group without being embarrassed, where people can share together in confidence and trust).
- People given the opportunity to use their gifts, perhaps out of their comfort zone, but in the knowledge that it's not for ever, perhaps on a trial basis.
- People don't necessarily know where they can serve, could we have a notice board or somewhere all the different Ministries/opportunities serve are displayed or shared.
- Reinstate old Gifts Survey perhaps as an online form.
- Could we advertise on leaflets, adverts.
- Have a campaign
- Have a 'scale' of how many people are needed and tick off the need as the roles are filled.
- The Leadership assume people know where people are needed.
- Pre-Covid the plan was for people to input the equivalent of the skills survey on their own MyChurchSuite – most people didn't know that was an option so perhaps some training when we can.
- Can we reuse the excellent booklet Gillian produced for Derek when he was preaching on Gifts a couple of years ago. She spend a lot of time and effort on it and it is still very relevant.
- If you look on ChurchSuite under Ministries you will notice that we no longer are on rota's but we serve on different Ministries.
- Derek did a sermon on gifts and people we're sent away with "homework" to do. Might be worth doing something similar.
- We once produced a wonderful booklet (I think Gillian did it) - **your guide to serving at RBC** - but I don't think much came from it. Should we therefore think of doing it again but focus more on a targeted and planned follow up.
- Several comments that we could/should review and refresh the skills survey.
- How do we get people to engage. People liked the idea of a "trial period" with no obligation to commit to an initial period of time. A bit like a taster session e.g. come and see how Xtreme is run on a Sunday. People felt that volunteers are worried about a life commitment when they sign up for anything in church.
- The idea of perhaps shadowing other volunteers/ leaders to see what is involved was mooted.
- Should be more explicit re benefits of serving "we are blessed by service". In other words it is isn't just a benefit to those you are serving, it is a great benefit to YOU. Examples of Holiday Club and pampering evenings were given, where being part of a church team was so rewarding and refreshing.
- A directory of jobs was mooted but I think the **guide to serving at RBC** would cover this.
- Everyone felt that we really need to push at getting people to put their toe in the water. People always think they are not as capable as they actually are but we should remember that "you don't know what you don't know" - give it a go !
- Some were a little doubtful that they had a gift/gifts.
- There was some reluctance to acknowledge their gift as it was felt it could be construed as boastful.
- To discover our gifting it was felt to be useful to look at our interests, what we enjoy and are good at.

- Encourage small group discussion sessions on spiritual gifts and be daring in acknowledging the gift/gifts of others in the group.
- Seek help of close trusted friends in discovering gifts/gifting.
- Mentoring by someone with an acknowledged gift could be used to encourage someone who has just discovered a gift.
- Folk should be given opportunities to use their gifts, perhaps in limited ways at first, so that the gifting can be tested.
- Someone asked if the skills survey was used and whether it was held electronically.
- Approach people with gifts for vacancies in various ministries; better the personal approach than general appeal and waiting for a response.