



St. John the Evangelist and Clayton Brook Community Church

PCC Members Handbook -
A Guide to the Parochial Church Council

Table of Contents

1	Forward from Philip – Understanding the PCC Biblically	2
1.1	Our commitment to God	2
1.2	Our commitment to God’s people	2
1.3	Our commitment to God’s world	2
2	Document Purpose	2
3	What is the PCC?	3
4	What does the PCC do?	4
4.1	Mission and Outreach	4
4.2	Prayer and Worship	4
4.3	Leadership	4
4.4	Pastoral Care	5
4.5	Liaison with Wider Church	5
4.6	Parish Finances	5
4.7	Church Buildings and Fabric	6
4.8	Employment of Staff and Clergy	6
4.9	Safeguarding	6
4.10	Risk Management	7
4.11	Policies	7
5	How is the PCC Organised?	7
5.1	Who can be a PCC Member?	7
5.2	Size of the PCC	8
5.3	PCC Committees and Sub-groups	9
6	PCC Meetings	9
6.1	Frequency	9
6.2	Attendance	9
6.3	Preparation	10
6.4	Agenda	10
6.5	Format	10
6.6	Minutes	11
6.7	Conduct	11
7	Approval and Review	12
8	Revision History	12
9	References	12

1 Forward from Philip – Understanding the PCC Biblically

“Whoever wants to become great among you must be your servant, and whoever wants to be first must be slave of all. For even the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many.” (Mark 10:43-45).

No Bible concordance has an entry for PCC! The best equivalent is the term **fellow-workers**: we are fellow-workers with Christ for the gospel. We are servants of Jesus, servants of one another and servants of the world.

Note that in God’s word we are told that *“If anyone sets his heart on being an overseer [and we could add PCC member], **he desires a noble task**”* (1 Timothy 3:1). In other words, it is good to want to serve God and his people and his world, and this is to be encouraged. We should honour and uphold one another in our task. What the Lord looks for in such people (and you can read this for yourself in 1 Timothy Ch. 3) is that we should be people of Christian character who hold firmly to the truths of the faith. No great or special gifts are needed.

Please understand that we are not looking for perfect Christians – there is no such thing. We are looking for people who are committed to God, to his people and to his world.

We might flesh out these expectations and responsibilities as follows:

1.1 Our commitment to God

The congregation has a right to expect PCC members to be people who have a personal trust in Christ and who desire to live for him. This relationship with God should be nurtured by regular Bible reading and personal prayer during the week.

1.2 Our commitment to God’s people

Likewise, the congregation will expect PCC members to be committed to the church-family of St John’s and Clayton Brook. This will be expressed in attendance and participation in Sunday services; in supporting and praying for the church’s leaders; in sacrificial financial giving as God enables. PCC members are encouraged to belong to be part of midweek groups when they happen.

1.3 Our commitment to God’s world

PCC is about the spiritual life of the church, and our responsibilities for the building, finances and fabric should be seen in this light. This includes our mission to spread the gospel in our parish and around the world. Therefore, PCC members are strongly encouraged to play an active part in our evangelistic enterprises. This includes the evangelistic work of prayer, and PCC members are warmly encouraged to play an active part in our evangelistic enterprises. This includes the evangelistic work of prayer, and PCC members are warmly encouraged to support the monthly prayer evenings.

2 Document Purpose

This guide seeks to inform newly appointed PCC members, or those considering standing for election, as to the roles and responsibilities of membership. It also outlines why the PCC exists, what it does and how it functions.

The [References](#) section at end provides hyperlinks to useful sources of information for further reading regarding the workings of the PCC.

As a PCC member you are also a Charity Trustee, as all PCC's are charities. PCC members therefore carry all the legal responsibilities associated with being a trustee of a charity - refer to the Government's guidance ([Ref. 1](#)) and also the Church of England's document on the legal position of PCC members ([Ref. 2](#)).

In the text, reference to 'church' or 'parish' is to be read as being applicable to both St. John's and Clayton Brook churches. Reference to 'incumbent' refers to the residing Vicar.

The Table of Contents contains hyperlinks to all quick navigation to sections and sub-sections.

3 What is the PCC?

The PCC is the governing body of our church and is also a registered charity. Our charity number is 1134259.

The PCC is a corporate body and also a legal entity and is separate from the people who serve on it. So, PCC members are not liable for any debts incurred by the PCC, as long as the PCC acts lawfully. Changes in the membership of the PCC should not result in any changes to contracts entered into by previous members.

PCC members must ensure that our charity complies with charity law and with church (ecclesiastical) law.

There are three main drivers that govern the function of the PCC: -

- a) The Parochial Church Council (Powers) Measure 1956, as amended ([Ref. 3](#)). Section 2 defines the functions and powers of a PCC. The principal function of the PCC is, in co-operation with the incumbent: -

'promoting in the parish the whole mission of the church, pastoral, evangelistic, social and ecumenical', and...

'It shall be the duty of the minister and the PCC to consult together on matters of general concern and importance to the parish'.

- b) Church Representation Rules 2020 ([Ref. 4](#)). In particular, Part 9 Section B has a particular focus on the rules for parish governance and the function of the PCC.

It is these rules that determine how we: carry out PCC business; set up various groups; conduct meetings; determine the numbers and mix of PCC members (see sub-section 4.2).

As a PCC member you should familiarise yourself with the Church Representation Rules (CRR) as the basis of how we conduct parish business.

- c) The Charity Commission ([Ref. 5](#)) has approved the above governing documents for applicability to PCC's.

A PCC, such as ours, with an annual income of more than £100,000, must be registered with the Charity Commission but all charities, regardless of income, must comply with applicable charity laws. Our PCC therefore has to conform to the requirements and regulations set out by the Charity Commission.

The Charity Commission regulations stipulates that a PCC body has to keep within its declared purposes and must take care of the finances and other resources entrusted to it.

Note that it is a requirement to include mention of registered charity status on official letterheads. Whilst it is not a requirement to state the charity's registration number, it is recommended to do so for registered charities.

4 What does the PCC do?

The role of the PCC is quite wide and varied. The following sub-sections provide an overview of the PCC's main areas of responsibility.

4.1 Mission and Outreach

The PCC has an important part to play in promoting the whole mission of the church (pastoral, evangelistic, social and ecumenical), amongst the congregation and in the wider community.

The PCC will work with the incumbent to prayerfully determine God's vision for the parish and to establish a Mission Plan to realise that vision. Mission planning seeks to answer the following questions: -

- What is the mission of God in our parish?
- What ministries do we need for this mission?
- What resources do we need for these ministries?

4.2 Prayer and Worship

Prayer and Worship are at the heart of the work of the PCC. The PCC should ensure that appropriate arrangements are in place for prayer and worship that cater for people of all ages.

In practice this will mean agreeing on the format and timings of church services that will meet everyone's needs whilst also ensuring the provision of needed facilities for all church members. This consideration also extends to bible study and prayer groups.

The PCC has the right in conjunction with the incumbent to determine whether worship in the parish church is according to the Book of Common Prayer (1662) or Common Worship (2000).

4.3 Leadership

Members of a PCC are called to exercise Christlike leadership as humble servants and good stewards to those whom we have a duty of care, as well as to the financial and material resources of the church. In a spirit of cooperation, members seek to serve the purposes of God through shared leadership.

Effective leadership ensures good governance and a well-functioning PCC such that the PCC: -

- Is clear about its purposes, mission and values.
- Makes balanced and adequately informed decisions.
- Adopts policies and procedures that enable achievement of mission aims and satisfy legal requirements.
- Sees sound governance as an important part of its stewardship.
- Manages any conflicts of interest appropriately.
- Manages resources (financial, people, physical) responsibly so as to achieve its aims.
- Plans and budgets effectively with periodic reviews.
- Views accountability and transparency as key values and acts with integrity.
- Communicates effectively in an open and transparent way.
- Maintains confidentiality where appropriate.
- Avoids complacency and can flexibly adapt to change.

4.4 Pastoral Care

The PCC and its members have a duty to: -

- Support their clergy, prayerfully and personally.
- Support the members of the congregation.
- Provide pastoral care to all in the parish, whether church members or not.
- Welcome all who visit the church (churchgoers and others alike).

The PCC has a right to be consulted if the parish is to be the subject of a pastoral reorganisation scheme initiated by the Diocese under which the area of land in the parish or arrangements for clergy to serve in the parish is altered. The PCC is a statutory interested party within such a process.

4.5 Liaison with Wider Church

In the context of church hierarchy, the PCC liaises primarily with both the Deanery and the Diocese and usually via Synod representation.

In respect of Synods, the PCC: -

- Is involved in the consideration and discussion of matters concerning the Church of England or any other matters of religious or public interest but not the doctrine of the Church of England.
- Makes known and puts into effect decisions made by the Diocesan or Deanery Synods.
- Raises matters as the PCC considers appropriate with the Diocesan or Deanery Synods.

4.6 Parish Finances

The PCC agrees an annual budget, and has overall charge of all expenditure, to support the ministry and mission of the church. Income is received through gifts, donations, fees and rents.

The PCC has a duty of care to ensure that: -

- Charitable funds and assets are used wisely, and only to further the purposes and interests of the PCC and the vision of the church.
- The PCC remains solvent and activities that might place the PCC's property, funds, assets or reputation at undue risk, are avoided.
- Proper financial records and accounting procedures are maintained.
- Adequate insurance cover exists for the fabric, goods and ornaments of the church.
- When investing or borrowing any funds, seeks professional advice where appropriate.

The PCC appoints a Treasurer to manage much of the church's financial matters and is asked to present an update on the accounts at each PCC meeting. It is essential that members are kept informed of the PCC's financial activities and status.

The PCC also approves the church Annual Accounts which are independently inspected (audited) and formally approved by the PCC. The PCC is responsible for appointing a suitable independent examiner or auditor and enables arrangements for the audit to be carried out.

The Charity Commission requires that the Annual Report and supporting financial reports are to be approved by the PCC and signed by the Chairperson and one other PCC member before presentation to the Annual Parochial Church Meeting (APCM). See [Ref. 4](#) Part 9, Section A for details concerning the business of the APCM.

The Annual Report is required to be submitted to: -

- The APCM (financial statements and audit report also presented).
- The Diocese.
- The Charity Commission.

4.7 Church Buildings and Fabric

The PCC is responsible for the maintenance and repair of the church (inside and out), the churchyard and any other buildings and physical resources owned by the church. This includes movables in the church, e.g. furniture, equipment and other valuables.

The PCC must provision: -

- The Quinquennial Report provided by an inspecting architect on the state of the church building every 5 years. The PCC ensures that works recommended in the report are carried out.
- An annual inspection and report, carried out by the church wardens.
- Insurance covering the church, its contents and the people who use its buildings against fire, theft, public liability and other usual risks.

4.8 Employment of Staff and Clergy

The PCC is the employer of paid staff who work for the church. Formal contracts on behalf of the PCC should be signed by the incumbent and two other members of the PCC. The incumbent cannot employ or dismiss staff without the agreement of the PCC.

The PCC is responsible for the well-being and management of its paid employees in accordance with current employment legislation.

When the incumbent leaves, there is a vacancy in the benefice. The PCC prepares a written profile, describing the needs and traditions of the parish and the kind of clergy person the PCC feel the parish needs. The PCC also appoints two of its lay people, known as the parish representatives, to discuss with the patron and/or the bishop who should be appointed.

4.9 Safeguarding

It is a requirement under Section 5 of the 'Safeguarding and Clergy Discipline Measure 2016' ([Ref. 6](#)) that all clergy and PCC's have due regard to safeguarding guidance issued by the House of Bishops, which includes both policy and practical guidance.

The PCC must give paramount importance to the nurture and care of children, young people and vulnerable adults in a safe and secure environment. The PCC has a responsibility to prevent harm to children and adults wherever possible.

It is necessary for the PCC to have in place an agreed Safeguarding Policy, which is to be reviewed annually, and to appoint a Safeguarding Officer to oversee safeguarding matters. Safeguarding is one of the mandatory policies that the Charity Commission requires the PCC to report on.

Our church has adopted the House of Bishops 'Promoting a Safer Church' policy ([Ref.7](#)) and the 'Parish Safeguarding Handbook' ([Ref. 8](#)) and has also produced a 'Safeguarding Policy Statement' ([Ref.9](#)).

Safeguarding must be a standard item on every regular PCC meeting agenda to prompt scheduled reviews and necessary actions. The parish safeguarding officer should report to the PCC as appropriate throughout the year and a safeguarding report should be included within the trustees Annual Report (part of the APCM documentation).

All PCC members need to receive Safeguarding Training to at least the levels known as 'Basic Awareness' and 'Foundation' ([Ref. 10](#)). Other members, e.g. clergy, licenced lay readers, church wardens, and the safeguarding officer will require further additional training. This also applies to those volunteers who work closely with children, youths and vulnerable people.

Moreover, Disclosure and Barring Service (DBS) clearance is required for all PCC members and well as others, including the safeguarding officer who work with children, youths and or vulnerable adults in our church.

4.10 Risk Management

The PCC is responsible for managing risks to which the charity is exposed and identifying suitable mitigating actions as needed. A Risk Register ([Ref. 11](#)) is used to log risks and manage them. The following are the main areas covered: -

- Church activities.
- Governance.
- Operational.
- Financial.
- External.
- Compliance with law and regulation.

The risk register is a living document and it is important that the register is actively maintained and monitored. The document should be reviewed by the PCC no less than bi-annually.

The PCC must include in its Annual Report a statement confirming that the major risks to which the charity is exposed, as identified by the trustees, have been reviewed and systems or procedures have been established to manage those risks.

4.11 Policies

In order to ensure the proper running and management of the ministry and mission of the church, there are matters of policy which need the PCC's acceptance and agreement. Some policies are considered mandatory, e.g. safeguarding and the Charity Commission has a list of policies that it expects PCC's to have and which must be reported against.

A list of the policies that we currently have in place is shown below. Other policies are being prepared at the time of writing.

Policy Name	Approved	Version	Approval	Review
Safeguarding Policy (Ref. 9)	Sep 2019	1.1	PCC	Annually
Complaints (Ref. 12)	Jul 2021	1.0	PCC	Annually
Grievance (Ref. 13)	Jul 2021	1.0	PCC	Annually
Data Protection (Ref. 14)	Sep 2018	1.0	PCC	Annually
Privacy Notice (Ref. 15)	2018	1.0	PCC	Annually

5 How is the PCC Organised?

5.1 Who can be a PCC Member?

If you are 16 years old or over, have been on the parish electoral roll for at least 6 months and are an actual communicant, you can stand for election to the PCC.

However, you must **NOT** permit yourself to be nominated or elected to the PCC if you are disqualified in any way. The Parish Resources website provides a helpful summary of disqualification criteria in its example 'PCC Member Trustee Eligibility Declaration' ([Ref. 16](#)).

Upon election or appointment to office, PCC members must complete the required Declaration pertaining to 'Fit and Proper Persons' legislation (see [Ref. 17](#)).

Members of the PCC are drawn from two sources, those elected at the APCM and those who are ex officio members. The following comprises the membership of the PCC: -

- a) Ex officio members by law:
 - All clergy and deacons licensed to the parish.
 - Accredited lay workers licensed to the parish.
 - The church wardens.
 - Any person on the electoral roll who is a member of Deanery, Diocesan or General Synod. PCC membership will include one or more members of the Deanery Synod.
- b) Elected members are chosen at the APCM. Membership begins from the conclusion of the APCM at which they were elected until the conclusion of the third annual meeting thereafter, one third retiring and being elected each year. (CRR M16, 1).
- c) Co-opted members:
 - Chosen by the PCC during the course of the year; numbering two or no greater than one-fifth of the number of elected members.

Moreover, the PCC must appoint the following Officers: -

- Chair – This will be the church incumbent.
- Vice-Chair (from the lay members of the PCC). #
- Secretary (need not be a member of the PCC). The secretary has charge of all documents relating to the current business of the PCC (CRR M20, 2). #
- Treasurer (need not be a member of the PCC; preferably a qualified accountant for a church registered with the Charity Commission). #
- Electoral Roll Officer (need not be a member of the PCC).

- Will usually be elected to office at the PCC's first meeting after the APCM.

The PCC also appoints sides persons (assistants to the church wardens) but these need not be members of the PCC.

Note that readers are not automatically members of the PCC unless the APCM decides that they (or some of them) should be.

A PCC member may resign his/her membership by notice in writing sent either to the chairperson or secretary. Resignation shall take effect on the date specified in the notice or, if no date is specified, on receipt of the notice. PCC vacancies are to be filled as soon as practicable.

5.2 Size of the PCC

The number of elected members on a PCC is governed by the Church Representation Rules (CRR M15, 8) and is based on the numbers of clergy, ex officio members, and the size of the electoral roll. The numbers on our church electoral roll 2021 dictate a minimum of 12 PCC members from the laity in addition to ex officio.

5.3 PCC Committees and Sub-groups

The PCC delegates much of its work to smaller groups:

a) Standing Committee.

The Standing Committee is the only sub-committee of the PCC required by church law. Appointed by the PCC, its function is to advance the work of the PCC between meetings.

Membership of the Standing Committee is determined by church law and requires at least five members. The incumbent and church wardens are ex officio and the others are PCC members (CRR M31, 2).

b) Sub-Groups.

PCC sub-groups are established to help the PCC with some of the more detailed aspects of its work. Their remit and terms and conditions are agreed by the PCC. Some PCC members will also be members of one or more sub-groups, working alongside other church family members with expertise in a particular area. Current sub-groups are: -

- Social and Outreach
- Fabric
- St. John's Coordinators
- Clayton Brook Coordinators
- Young People Ministry
- Pastoral Teams
- Mission Team
- Finance Team
- Communication Team

6 PCC Meetings

6.1 Frequency

The Church Representation Rules do not specify a minimum number of times a PCC must meet during a 12-month period. The PCC must simply meet sufficient times to transact the business it needs to do. For our church, we aim to have six meetings, one every two months, normally on a Mon evening at 7:30 held at Clayton brook church. All meetings are usually convened by the chairperson. The PCC may also attend away days, normally on a Sat.

Notice of each PCC meeting, specifying the time and place and signed by the chair or other nominated person, should be posted at or near the principal door of the church at least ten clear days before any meeting of the PCC (CRR M25, 1).

Special meetings may be convened by the chair at any time or at the request of not less than one third of the PCC members. The chair shall provide to members whatever written notice is practicable. No business shall be transacted at such meeting except as is specified in the notice convening the meeting (CRR M25, 8 & M27, 3).

6.2 Attendance

PCC members should attend scheduled meetings and read minutes, financial statements and other papers before each meeting.

PCC meetings can only proceed if (CRR M27, 1): -

- At least one-third of the members are present, and
- There is a quorum of members, i.e. the majority of members present are lay persons.

Visitors may be included for specific items on the agenda but should only be present for the duration of the relevant topic item.

If a member does not attend at least half the full set (normally 6) of meetings in a year, then they are assumed to have resigned.

6.3 Preparation

The secretary will circulate to all members a call for papers and specific issues or topics to be included in the agenda at least ten days before each PCC meeting.

Papers for each meeting, including the agenda, will be delivered by email to all PCC members at least seven days before the meeting.

If members are unclear about any item on the agenda or anything in the documents, they should contact the secretary or the document author before the meeting for clarification.

6.4 Agenda

The standard agenda is common to all meetings and includes areas that must be addressed. Other matters may be included on the agenda in accordance with the following process.

At least 10 days before a PCC meeting, the secretary will ask members for any papers, motions or other business topics they wish to be included on the agenda.

Not less than 7 days before the meeting, the secretary will circulate (via email) the formal agenda, together with relevant papers, to all members.

Post agenda circulation, any late requests for matters to be included under AOB should be submitted to the secretary and preferably not less than 3 days before the meeting. Inclusion is dependent on the agreement of the Chair.

No business which is not specified in the agenda will be transacted at any meeting except by the consent of three-quarters of the members present at the meeting (CRR M27, 3).

6.5 Format

The incumbent is the chair of the PCC, though he/she may on occasion ask another member to chair a particular meeting. This would normally be the vice chairperson.

The PCC meeting should be a forum for open and honest discussion with every member having the right to be consulted and feeling able to ask a question or voice an opinion.

The following protocol is followed during meetings: -

- Meetings are opened with a short period of reflection and prayer.
- Apologies for absence are received.
- Conflicts of interest declared, if any.
- The previous minutes are approved. Matters arising from the previous minutes, that are not covered elsewhere, are dealt with.
- Actions from previous meetings may be addressed at this stage, covered during the course of the meeting or addressed separately at the end.
- Each agenda item is addressed, although this need not necessarily be in strict sequence.
- Actions are reviewed and new actions clarified.
- The meeting closes in prayer.

Any matters requiring PCC decision will be settled by a majority vote of members present. In the case of an equal division of votes the chair of the meeting will have a casting vote.

If PCC members so wish, the minutes can record the names of the members voting for and against any particular resolution (CRR M28, 2&3).

If one-fifth of the members present and voting on any resolution so require, the minutes will record. Regardless, any single member of the council shall be entitled to require that the minutes will contain a record of the manner in which his/her vote was cast on any resolution.

If any member has a conflict of interest (see sub-section 5.7) with matters to be discussed then this should be declared, ideally prior to the meeting, and they will be asked to step outside the meeting area while the topic is addressed.

6.6 Minutes

The minutes record the decisions made during the meeting with some description of the background and reasons for the decisions. They are formal records and therefore approved signed copies must be kept for five years before archiving with the Lancashire Record Office. The Blackburn Diocese recommends that, before archival, approved minutes should be kept in secure storage within the church, i.e. safe or locked cabinet.

The names of the members present at any PCC, together with absentees, will be recorded in the minutes. The minutes will be referenced by day, date and year.

Any actions on persons placed during meetings will be recorded in the minutes and numbered appropriately for tracking purposes.

Draft minutes will normally be circulated to PCC members within two weeks of meeting conclusion and draft minutes should be treated as confidential until approved by the PCC at the next meeting. Any content which is deemed confidential in nature will be annexed from the rest of the minutes.

Other persons whose names are on the church electoral roll may have access to the approved minutes, except any annex deemed to be confidential. The following persons shall have access to approved minutes without needing the authority of the PCC (CRR M28, 5): -

- The independent examiner or auditor of the PCC's financial statements.
- The Bishop, the Archdeacon and any person authorised by one of them.

6.7 Conduct

The PCC has two main approved documents that address matters of conduct within and outside meetings. These are:

- Code of Conduct for PCC Members ([Ref. 18](#)).
- Conflict of Interest Policy ([Ref. 19](#)).

PCC members should exercise discretion in what PCC business and the extent of discussions they may divulge outside of meetings. Matters of confidentiality should not be communicated outside of the PCC membership.

7 Approval and Review

Approved by:	Philip Venables (Vicar)	
Document Author:	Ed Lillie (PCC Secretary)	
Document Owner:	PCC	
Date of Approval:	Nov 2022	
Review Date:	Nov 2024	

This document will be reviewed every two years by the PCC.

8 Revision History

Version No.	Revision Date	Summary of Changes
1.0	Nov 2022	Initial version.

9 References

- Ref. 1: [The essential trustee: what you need to know, what you need to do \(CC3\)](#)
- Ref. 2: [Parochial Church Councils: Legal Position of Members](#)
- Ref. 3: [The Parochial Church Council \(Powers\) Measure 1956](#)
- Ref. 4: [Church Representation Rules 2020.](#)
- Ref. 5: [Charity Commission](#)
- Ref. 6: [Safeguarding and Clergy Discipline Measure 2016](#)
- Ref. 7: [Promoting a Safer Church](#)
- Ref. 8: [Parish Safeguarding Handbook](#)
- Ref. 9: [St John the Evangelist and Clayton Brook Community Church – Safeguarding Policy.](#)
- Ref. 10: [Church of England Safeguarding Training Portal](#)
- Ref. 11: St John's and Clayton Brook Church – Risk Register. *
- Ref. 12: St John's and Clayton Brook Church – Complaints Policy. *
- Ref. 13: St John's and Clayton Brook Church – Grievance Policy. *
- Ref. 14: [St John's and Clayton Brook Church – Data Protection Policy](#)
- Ref. 15: [St John's and Clayton Brook Church – Data Privacy Notice](#)
- Ref. 16: [PCC Member Trustee Eligibility Declaration](#) – click ok to open file if asked.
- Ref. 17: [The Church of England Guide 9: Fit and Proper Persons](#)
- Ref. 18: St John's and Clayton Brook Church – Code of Conduct for PCC Members *
- Ref. 19: St John's and Clayton Brook Church – Conflict of Interest Policy *

Note: Refs. Marked with an asterisk currently do not have any hyperlinks established.

Other useful sources of information:

- [The Church of England website](#)
- [Blackburn Diocese website](#)
- [The Parish Resources site, PCC section](#)
- [PCC Accountability: The Charities Act 2011 and the PCC.](#) from Parish Resources
- [Governance and Compliance Checklist](#), from Parish Resources
- [GDPR Checklist](#), from Parish Resources

- [Risk Management Guide](#), from Parish Resources
- [Health and Safety](#), from Ecclesiastical website