

ST. Matthew & St. Luke

Mission Action Plan

Key Priorities Agreed 7th February 2017

The following areas of ministry cover both Diocesan and PCC priorities.

Green indicates this is a priority that we are currently fulfilling well; some minor tweaks maybe needed as indicated.

Amber indicates a medium priority that needs some work.

Red indicates a high priority that needs some significant work.

Key people are indicated in bold.

Growing Churches:

DIOCESAN PRIORITIES	PCC PRIORITIES
Younger	Welcome
Numerically	Youth & Children
Spiritually	Worship

Sunday School: Ministry provided is good and valued. However, also see Nurture below recruitment.

Creche Area in Church: An area for families with very young children to use has been created at the back of church. **Youth and Children's Deputy warden** to monitor and review.

Worship Workshop: Nurturing well the children's faith at St. Luke's CofE Primary School. There is a desire to see how this group can be developed to invite parents to an act of worship on a regular/termly basis. The questions around 1st Communion continue to be assessed. **Ministry Team** to monitor and review.

Sunday Worship: On the whole all is working well. There is a need to monitor noise levels, which the **Warden Team and Vicar** do at every service. Pews set at an angle works well and is to be encouraged.

Wednesday Service: works well and caters for those who attend.

Friday Family Worship: This mini Messy Church continues to meet a need for alternative worship. There is capacity for growth, but there is no need to look for ways to enable this as it is happening slowly and organically. The **Ministry Team** will continue to review this provision.

Parent & Toddler Group: A positive addition to the churches ministry. A link with the **Mothers' Union** would be a positive step for integration and ownership of the wider church community. See also Community engagement below.

Welcome: Whilst the general welcome of the church is good there are some areas for development. There will be a meeting with the **Welcome Team** to iron out any issues they have, to look at procedures for booking weddings and baptism, and identify any areas for improvement. **Vanessa Bryn** will help develop a Welcome Card for people to use.

Integration: To increase the number of people being actively involved in the life and running of the church everyone to be encouraged to play a part through a pre APCM presentation **Gillian Barker**.

Young People's Ministry: There is a need to encourage and enable the young people of the church to play a more active role in church. Alongside the development of a music group, increasing the number of young people who are servers, we should look at how else we can enable the young people to use their gifts. **Youth Work Team and David Penny** to head and develop.

Thursday Worship: This creative and interactive service is a good alternative to the more traditional style found on a Sunday. However, this young church needs to be enabled to link with the other congregations of the church, and understand it's need to contribute to the wider church. Teaching on how to behave as a worshipping community is needed eg. use of mobile phones and tablets. A greater use of notices could be used to help get information across. A steering group, led by the **Ministry Team and Thursday Assistant Wardens** with some members of the congregation will look at how to enable a greater level of involvement and commitment.

Youth Work: Ministry Team to form a group of leaders and helpers to reform and develop youth provision in the parish. Recruitment and training of leaders to be done during the Summer term; Survey Money the young people for ideas, needs etc; Plan and advertise at the end of summer term; start in September. **Youth Work Team** to evaluate best way of Confirmation preparation. Termly review by **David Penny and Youth Work Team** in year 1, annually/6 monthly thereafter.

Serving the Community:

DIOCESAN PRIORITIES	PCC PRIORITIES
Pastoral	Elderly and vulnerable
Prophetic	Community engagement
Partnered	School

Drop-In: Currently offers support and fellowship for group members. **Ann Tattersall** and **Anne Gilbert** have met to discuss expansion to include a lunch. Ann has secured so funding, and ways to develop are being explored. This group can also head the church's dementia awareness programme.

Dress Making: A well established group led by **Margaret Lees**, no action needed.

Foodbank: Supporting local foodbanks with items donated. Co-ordinated by **Susan Matthews**. Working well, although expansion of the team would help in organisational and practical terms - especially at harvest.

All Souls: **David Penny and Ministry Team** to evaluate and monitor the effectiveness of this service. At Present all is well. However, is there more we can do in terms of bereavement support? If so, the link would be through established groups in the church or come under nurture groups.

Schools Work: The **ministry and Leadership Team** currently support school education, resource schools and enable children to engage with and grow in faith through Assemblies and curriculum links.

One off events - social and fundraising: Events for all ages groups needed to break down barriers, form and strengthen relationships and occasionally raise funds for specific projects. An events calendar and greater use of TV to advertise events is needed. **PCC** to agree and set realistic table of events each year - ideally after the APCM.

Home Communion/Home Visits: The **Ministry Team** to look at ways of enhancing how we visit and support those unable to come to church and caring for the housebound, those in hospital.

Transport to church: **Ministry Team and Safeguarding Officer** to explore the potential of setting up a system of transport for those who need it to enable church attendance.

Pastoral Care: To better use the network of relationships amongst the congregation to inform others of need. This could be done through each area of church looking out for one another and feeding in to **Pastoral Deputy Wardens and Ministry Team**. Creating another area at the back of church for people to congregate after the service to enable people to

socialise and build relationships - this area could also be used by school aged children not in Sunday School for quiet activities eg Roots activity sheets during sermons.

Parent & Toddler Group: Newly establish group in our church. a positive place for parents to find support etc. **Vanessa, Katie and Claire** to monitor and look at possible places to link and advertise - eg Baby Clinic, Children's Centre.

Nurturing:

DIOCESAN PRIORITIES	PCC PRIORITIES
Sustainable Finances	Enabling growth in faith
Future Vocations	Succession planning
Sustainable Buildings	

1st Communion: Gillian and Ministry team to continually review content. ON the whole all working well, but a need to look at enabling better involvement in worship for this group of children. The timing of the service to be reviewed.

Wardens Team: Working well; minor tweaks needed and regular meetings set up. To be arranged after May PCC by **Wardens**.

Sunday School: Whilst this works well there is a need to recruit and train leaders. We also need to find ways of increasing numbers as the core group of children attending on a Sunday is now smaller than we have been used to due to the Thursday service. Links with church schools could be better used, especially during the school induction process. We should look at how we can better acknowledge the work of our Sunday School. **The ministry team, Heather Boardman and Andrea** to liaise with each other.

Budget Setting/Finance: There is a continued need to set a realistic annual budget, and we continue to do this in November every year. The letter to the congregation at the beginning of the year seems to have had a positive impact, although full analysis is ongoing. The **PCC and Finance team** will continue to monitor and evaluate the church's financial position. **PCC** to organise any specific fundraising events.

Social Events: To foster relationships between congregations and wider community the **PCC** will set an events calendar after the APCM. More input from PCC members is needed; enabling the wider congregation in using their gifts is encouraged.

Lent Group/Bible Study Groups/Prayer group: The number and age profile of people engaged with Lent and Bible study groups has improved; however we could look at other things to engage with many at church who find this sort of thing very alien, such as Cafe Church. **Clergy & PCC** to review and suggest how to rebrand, educate congregation on the aims of the groups and engage people.

Confirmation: See *Youth and children for youth aspect*. **Ministry team** to evaluate and improve where needed provision for adults - do we need to do something after Thy Kingdom Come?

PCC members/Sidespersons: Increase number by encouraging established members and new members to be involved in the life of the church. **Gillian Barker** made APCM announcements and encouraged people to sign up for various roles. To be assessed with clergy following APCM and first PCC, but initial results suggest success. Training of new and establish sidespeople needed - **Warden Team and clergy** to address.

Other:

DIOCESAN PRIORITIES	PCC PRIORITIES
	To support local, national and international charities
	Communicaiton
	Use of building

Pewsheet, Service info sheet: **PCC** to monitor effectiveness and use. In hand, no immediate action to take.

Baptism Cards: Currently working well and administered by **MU**. Use to enable families to have awareness of Parent & Toddler group, Sunday School etc.

Rotas: Currently working well; administered by **Gillian Barker**. Review every 6 months.

Christingle: **Ministry Team** to evaluate annually, especially the best time of the year to have it: Advent, Christmas or Candlemas. All working reasonably well at present.

Use of church building: This is generally good. **Warden Team** to continue to review the way church is set up for worship, with particular attention to those using mobility aids.

Ministry Team, Buildings Committee and Leadership team to continue to monitor and evaluate how the church is used and set up for worship and for user groups. **PCC** to review how the church is used for social events.

Church as a resource: **Ministry Team** to continue to enable the church to be used as a resource for schools. **David Penny and Andrew Cox** to work with **The Radclyffe School** on marketing the church and building to increase its usage and promote worship.

Pastoral Services: With the help of **The Radclyffe School** to better market the church to increase the number of people looking to us for a service at the significant moments of life.

Occasional Letters: **Vanessa Bryn** to develop a system to have back copies of information and letters available for people to read and as a reference. Having an event to

invite people back to would be good - especially those who have drifted away once school places have been allocated.

Baptism and Wedding enquiries: Awareness needs to be increased about the processes for baptism and weddings. Whilst this is relatively low priority it will be included with other, high priority training.

CMS: **CMS Committee** work very well on this. We could benefit from better communication from and with our Mission Partners.

Samaritans Purse: **David Penny and Susan Matthews** will discuss how to better plan for this annual charity work, supporting disadvantaged children in deprived areas of the world.

Social Media: There is a need to make better use of social media. Communicating forthcoming events is crucial, social media and conventional methods should be used together. **David Penny, Andrew Cox and Vanessa Bryn** to raise awareness, recruit and improve.

Notice boards: Currently under utilised and at times messy. **Deputy Wardens and wardens** make necessary changes and to regularly maintain.

Welcome: More use needs to be made of the screen and TV before services and during the week when church is open. A person needs to be identified to take this role. The welcome process needs to review **David Penny** will set a date for a meeting by the autumn.

Sidesperson & Welcome team Training: Training for experienced and new sidespersons is needed to address the areas of health and safety, especially evacuation process. Keeping the team aware of forthcoming events so that they can issue a person invitation to new and regular members. During this training other important but lower priority items can be added, eg baptism and wedding enquiries. Communication between members of these teams could be enhanced - **Wardens and deputy wardens** to explore the best way.

Charitable giving: May **PCC** to agree which local, national and international charity will be support that year from a list of suggested charities.

Church Building - Lettings policy: **Wardens Team** to produce a lettings policy for use/hire of church to be agreed by PCC.