

## Appendix 1

### I. Proposed expression of our Mission, our Vision and our Plan for growth

Our MISSION:

**To worship God, to build his Church, to love his World.**

Our VISION:

**To be continually growing and becoming more like Jesus.**

Our vision is to grow *numerically* as more people join our faith community. Our vision is to grow *spiritually*, as we seek to deepen our relationship with Jesus. And we want to grow in *servant-hood*, as together we seek to bless our communities and do all we can to give the people around us a chance to meet with Jesus.

Our PLAN for growth has 4 main strategic fronts, summarised as:

- 1. Know God**
- 2. Know each other**
- 3. Know our neighbours**
- 4. Be wise stewards**

### II. Four Strategic Fronts

#### **(1) Know God**

**Values** that shape our goals and actions:

- **Growing** in our relationship with God, as individuals and as a Church
- **Prayer** - it is the way into deeper relationship with God and must be the foundation of all we do
- **Worship** - we believe we are created to worship God and enjoy him forever. Worship is not just what happens on Sundays, it involves all our life and every day.
- **Word** - connecting regularly with the Bible, in personal study and group discussion, is the way in to deepening a relationship with Jesus

- **Learning** - no matter how long we've been Christians, we've never 'arrived'. We stay open to learning - from God's Word and from each other.
- Doing this **Together** - we grow by worshipping, learning, sharing and praying together

SMART goals	Lead:	Phase One Up to August 2022	Phase Two September 2022- August 2024	Notes
<b>PRAYER</b>				
Relaunch and train the prayer ministry team	IQ	By Dec 21		
Ensure that prayer ministry is profiled at every morning service by service leaders.	Ministry team			Achieved
Build and strengthen corporate prayer so that fortnightly prayer meeting has two new leaders and grows by 20%	IQ	By June 21		Leadership team: Isabel, Bev Morris, Alan Travis and Sheila Rowley. New people have signed up to newsletter during lockdown and attended zoom meetings.
Ensure that the homebound are included in prayer ministry	IQ	By June 21		Weekly prayer letter is available to be sent electronically to all who request it. Anna chaplains pray regularly with 60 people on the phone
Participate annually in 'Thy Kingdom Come' initiative across the Benefice	IQ	Ongoing		We have participated for 3 years (2019-2021). Will continue to do so.
Raise awareness of quality prayer resources. Institute benefice prayer day Embed 6 monthly benefice prayer days into pattern of church life	IQ JR JR	Ongoing By end Nov 2021	Ongoing 6 monthly	Resources promoted by Alyson via weekly email eg Lectio 365 Resources from TKC available to all
Conduct review of prayer ministry in benefice and adapt strategy to best meet benefice requirements	IQ		By Dec 2022	
Recruit further team members to meet needs of review	IQ		Early 2023	
<b>WORSHIP and WORD</b>				

Where possible, build in times of pause and silence during worship services to enable encounter with the Holy Spirit. Develop a contemplative service Review and modify contemplative service in light of attendance and benefice needs	ministry team JR JR	Ongoing  achieved	Late 2022	Piloted Sep and Oct 2021
Develop a bookshop ministry so that people have access to high quality devotional and teaching/study materials Publicise book list/reviews on website	BM BM	By April 2022	By August 2023	Bookstall is not a priority for phase 1.
To run an Alpha course annually	IQ and Alpha Team	Spring 2022 may be via Zoom subject to pandemic	Revert to in person courses from early 2023	Seek grant from Foundation trust

## (2) Know each other

**Values** that shape our goals and actions:

- The church is **people** - 'living stones' / 'the Body of Christ'
- We celebrate our **diversity** and **different gifts**
- **Everyone is welcomed** and cared for, feels valued
- **Serving Jesus** - for the Church to flourish and the Kingdom of God to advance, everyone in the Church is needed. We are committed to helping each other find our niche in service.
- We want to grow in confidence to make invitations of each other, and help each other to grow.
- **Open-ness and vulnerability** - in the pattern of Jesus, who made himself vulnerable and accessible to all.

SMART goals	Lead:	Phase One Up to August 2022	Phase Two September 2022-August 2024	Notes
Develop deeper <b>connections through prayer</b> triplets/buddies e.g. Meet in Lent 21 so that there is a growth of people meeting together to pray (3 triplets)	IQ/BM	By June 21		There were a number of prayer triplets set up during lockdown which have now ceased to meet. Not a priority now.
Encourage <b>home groups</b> to multiply and plant; increase numbers of people who belong to a home group <ul style="list-style-type: none"> <li>• Conduct review of current group structures and adjust to meet needs of existing members and newcomers</li> <li>• Conduct annual review of who in church family may appreciate a personal invitation to attend a homegroup</li> <li>• Maintain profile of homegroups via service announcements, newsletter and website</li> <li>• Launch a homegroup on St Andrews Gardens</li> </ul>	BM & home group leaders	Nov 2021  Spring 2022  Ongoing	Nov 2023  Spring 2023  Autumn 2022	12 people joined home groups for the Bible Society course run Spring 2021. After each Alpha course a number of guests have joined home groups. When groups start to meet again in person the group led by Bev, Rob and Lou will need to multiply
Evolve our worship and communal life to make our benefice a place of welcome and growth for all ages of our community <ul style="list-style-type: none"> <li>• Consider the needs of all ages in all our decision making</li> <li>• Relaunch creche</li> </ul>	JPCC and Ministry team S Mills JPCC	Ongoing  Jan 2022 Jan 2022	Ongoing	

<ul style="list-style-type: none"> <li>• Encourage our older youngsters to take on roles that give them a genuine sense of belonging</li> <li>• Ensure our next priest shares our commitment to all ages within our church family</li> </ul>	Churchwardens			
Strengthen the <b>culture of service</b> through teaching and initiatives e.g. <i>Find your Niche</i> , 'serve for a season', so that each team is sufficiently staffed and no-one is unduly stretched.	JPCC	By April 2022	Repeat annually, linking into Stewardship campaigns as appropriate	

### (3) Know our neighbours

**Values** that shape our goals and actions:

- We believe **that Jesus Christ 'is the hope of the world'** and that 'the Church exists for the benefit of its non-members'. We want to bring blessing to those around us, spread the message of God's love widely and introduce Jesus Christ to as many people as we can.
- We value **the people of our parishes** as precious to God.
- We want to become a Church that better **reflects our parish communities** in the variety of ages and backgrounds
- We need to **get to know our neighbours better**, in order to value them and share the gospel.
- We share our mission with the wider community and global mission partners.

SMART goals	Lead:	Phase One Up to August 2022	Phase Two September 2022-August 2024	
<b>PARISH COMMUNITIES</b>				
<p>Identify need /s in our both own and in local parishes that we can meet e.g. coffee morning, parent-toddler group, afternoon 'Listening Cafe' for elderly / lonely.</p> <ul style="list-style-type: none"> <li>Identify and launch an appropriate group/event on St Andrews Gardens that addresses the particular needs of that community</li> </ul>	PCC	Need identified, first event planned by Spring 2022.	By Spring 2023	
<p>Develop a communications strategy and implementation plan, with dedicated responsibility for website, social media, print and publicity.</p> <ul style="list-style-type: none"> <li>Further appropriate development expansion to meet needs arising</li> </ul>	AA with support team	Dec 21	Early 2023	
<p>Develop community events as feeders for seasonal services , Alpha. Daisy-chain these events and services. Eg Mothering Sunday to feed into Easter services; vicar's tea party/summer fayre for which invitations given at Easter services. Advent event, leading into Carol Services and Alpha</p> <ul style="list-style-type: none"> <li>Further appropriate development expansion to meet needs arising</li> </ul>	Alpha and ministry Team	Spring/summer 2021	Early 2023	

<p><b><u>Tritlington School</u></b>          Work alongside school staff to participate in vision and strategic planning.          Support preparation for SIAMs.          Ensure regular contact with children, parents and staff, attending school events and inviting them to church services e.g. Harvest, Nativity          Offer input into worship planning and offer 'Open book' initiative.          Offer regular worship slots          Organise and finance opportunities for children to spend time in both church buildings.</p> <ul style="list-style-type: none"> <li>• Use opportunity of new appointed incumbent to develop the benefice/school relationship into further productive areas</li> </ul>	<p>JRob</p> <p>Ministry team and others</p> <p>New incumbent</p>	<p>Annually in summer term</p>	<p>Autumn term 2022</p>	
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WIDER NEIGHBOURS & NETWORKS				
<p>Continue to run Alpha annually</p>	<p>Alpha team</p>			
<p>Increase financial and prayer support for the world mission partners</p> <ul style="list-style-type: none"> <li>• Rebrand group to better describe its role</li> <li>• Continue to hold annual events to maintain strong links with mission partners</li> <li>• Increase giving to partners</li> </ul>	<p>Chair of WMP group</p>	<p>Dec 2021</p> <p>Ongoing</p>	<p>Ongoing</p> <p>10% of unrestricted church income by 2024</p>	

## (4) Be wise stewards

**Values** that shape our goals and actions:

- We are stewards of our buildings for the wider community
- People take priority over buildings; buildings must serve the vision
- Dedicated, Spirit-filled leadership is vital for growth - both ordained and lay
- 'The grace of giving': God calls us to generosity in our time, talents and money for the sake of his Kingdom.
- People, both lay and ordained, are a critical resource for growth.

SMART goals	Lead:	Phase One Up to August 2022	Phase Two September 2022-August 2024	
<p>Work with Archdeacon to recruit the right person to lead us forward in our mission and ministry</p> <p>Explore training programmes eg Diocesan 'Authorised Ministry' training to equip lay members for ministry and mission.</p> <ul style="list-style-type: none"> <li>• Review / give up/ stop activities past their sell by date to free church family for church mission</li> <li>• Commence succession planning for all key roles to generate younger leadership across our church family</li> <li>• Validate succession plan with new incumbent</li> </ul>	<p>Churchwardens</p> <p>Ministry team</p> <p>JPCC</p> <p>New incumbent</p> <p>JPCC</p>	<p>From October 2021</p> <p>Initial candidates invited.</p> <p>Spring/summer 2022</p> <p>Spring/summer 2022</p>	<p>First programmes completed</p> <p>Autumn 2022</p>	<p>I an Lane is completing the worship leaders course.</p> <p>Dick Quinby is ready to start the pastoral care course.</p>



<ul style="list-style-type: none"> <li>• Commence and resource implementation</li> <li>•</li> </ul>			Autumn 2022	
<p>PCC to investigate reordering of Mitford church to serve the vision.</p> <ul style="list-style-type: none"> <li>• Develop proposals to feasibility stage</li> <li>• Validate proposals with new incumbent</li> <li>• Undertake consultation across church family and community</li> <li>• Detailed design and fundraising stage</li> </ul>	JPCC	July 2022	Autumn 2022  Spring 2023  Summer 2024	
<p>A green audit to be undertaken and for PCC to discuss the 'shrinking your carbon footprint' campaign to find additional ways to care for our world.</p> <ul style="list-style-type: none"> <li>• Hold awareness event pre Cop 26</li> <li>• Develop objectives with action plan</li> <li>• Commence "quick hits"</li> <li>• Incorporate larger scale actions alongside Mitford church reordering</li> </ul>	Janet Robinson	Oct 2021 From Nov 2021 Jan 2021	From Spring 2023	