

VISION PRIORITIES 2008-2014

- 1. Services:** *as well as growing traditional/classical style worship, to provide more informal and family/whole community focused worship.*
- 2. Gifts and Leadership:** *to spend much more time on spotting, nurturing and growing people's gifts, including leadership.*
- 3. Outreach/Mission:** *to encourage all to find their part in reaching out to our communities, especially to under-represented parts.*

Things that are exciting us!

- Welcome and Warmth:** *in our services and general church life*
- Increasing Numbers:** *in our Sunday and Midweek congregations*
- Deepening Prayer:** *our 'Morning Prayer' and 'Start the Month' groups*
- Worshipful/Wonderful Music:** *through all our musicians, Choir, Band*
- House Groups:** *both ongoing and new*
- Joint Services, Activities and Events:** *the range of opportunities*

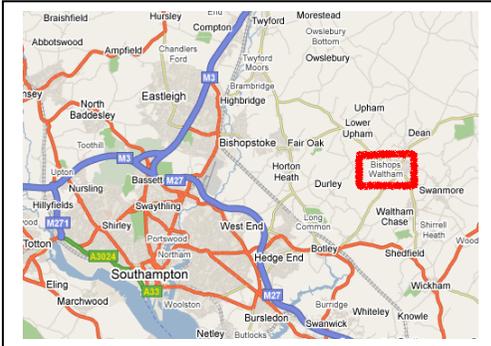
Key Priorities

- 1. Prayer:** *to continue to deepen our prayer lives, individually and together*
- 2. Training and Teaching:** *to encourage our 'reaching out' to others*
- 3. Mission and Outreach:** *to actually do more individually and together*

Other Key Areas

- Identify gifts, passions and calling
- Development of lay leadership
- Development of youth leadership
- Encourage more families and 20/30's into church life
- Joint Services, Activities and Events
- Look at more ecumenical projects with other Christians/Churches
- Look at how to balance our resources across the range of wants and needs in our church (Mission, Ministry and Building Improvements)

St Peter's Mission Action Plan 2015-2020



"For I know the plans I have for you, plans to prosper you and not to harm you, plans to give you hope and a future" Jeremiah 29:11

"Commit your way to the Lord; trust in him, and he will act." Psalm 37:5

"By faith Abraham, when called to go to a place he would later receive as his inheritance, obeyed and went, even though he did not know where he was going."
Hebrews 11v8

"Don't lose the wood for the trees."

"What is the big picture flying at 60,000ft?"

"The main thing is to keep the main thing the main thing."

"Don't let the urgent take priority over the important"

"The enemy of the best is often the good."

"Needs should come before wants."

"Be focused not frenetic."

"Our Aim: To be led more by Jesus; To lead more like Jesus; To lead more to Jesus."

"Our greatest fear as Christians should not be of failure, but of succeeding at things that don't really matter."

PCC, Wardens and Rector - Paul, Carrie, Wendy and James @ 30/04/15

INTRODUCTION

This MAP booklet summarizes the 'big picture' of what we believe to be God's vision for the family of St Peter's over the next 5 years. A full version of the MAP document is available for viewing in the church office. The conclusions have been drawn through:

Firstly, theological thinking and reflection on: *Scripture; Anglican Foundational Documents; Ministry and Mission references; Diocese 'Ministry for Mission' Framework.*

Secondly, feedback and discussion between: *PCC, Wardens, Rector, Ministry Team, Lay Leaders, Congregation and Community. Congregation/Community sources have been:*

-Congregation Questionnaire and Healthy Churches Survey

-BW Information: Parish Council Feedback, BW Plan, Socio Economic Data

-Leader Feedback Jan to Mar 2015

-PCC Discussions

This MAP should be read alongside the vision and direction we have already discerned and been putting into practice over 2008-2014. This is summarized at the back of this booklet including: *Rector's/Leadership Role; Vision Statement; Vision Strap Line; Vision Priorities – 1.Mix of Services 2.Development of Gifts and Leadership 3. Encouragement of all in Outreach/Mission; Other Key Priorities – Welcome, Music, House Groups, Joint Services/Activities/Events, Prayer, Training, Teaching, Youth Leadership, 20/30's age group; ecumenical projects, balancing resources between our needs and wants.*

KEY QUESTIONS

The general questions we have been addressing in thinking and discussion are:

Vision – *How might vision be clearer, understood, communicated and owned by more?*

Ministry – *How might we be more confident 'whole life' disciples?*

Mission – *How might we be more confident 'frontline' witnesses?*

Leadership – *How might we develop and appoint 'discipleship/missionary' leaders?*

Resources – *What resources do we need to enable the above?*

KEY PRIORITIES 2015-2020

The following words represent the key priorities we have discerned:

Mission Action Plan

Discipleship

Missional Community

Leadership Structure

Leaders (Lay and Supported)

Training

Communication (Internal and External)

Property

VISION OVERVIEW 2008-2014

VISION 2008-2014

Our vision over the last 5 years has been articulated as follows:

Leadership/Rector's Role:

A Rector who will challenge us to share vision for God's work...

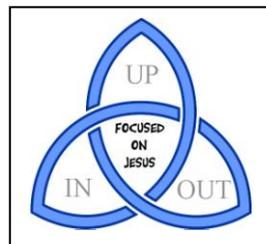
- is fully involved with the two communities, fostering the gifts and skills of all
- engages actively and enthusiastically with children and their families, continues support for Upham school and develops relationships with schools in Bishop's Waltham
- has pastoral sensitivity and is a good listener
- will challenge us to share their vision for God's work in the Benefice
- is an able preacher and teacher and will aid our commitment to prayer through their own example
- conducts services sensitively and supports a variety of worship styles
- encourages us to rejoice in our faith
- works with churches of other denominations in Bishop's Waltham and other Anglican churches in the Deanery of Bishop's Waltham

Leadership/Rector Prayer: "Shepherd of Souls, give to us for the leadership of your Church in our Parishes a person after your own heart: a person of faith and prayer, filled with the Spirit, a person of vision, wisdom and sound judgement; a person with a pastoral heart and true love for all people. Prepare the person of your choice for their ministry among us and prepare for their coming; and let all be done according to your will and in furtherance of your glory, through Jesus Christ our Lord."

Vision Statement: "We aim to proclaim the Gospel of Jesus Christ in word and deed so that the Church family grows, deepens its Christian understanding, commitment and spirituality, and serves the community."

Vision Strap Line:

Bringing In
Building Up
Sending Out
.....to the Glory of God



OUR 'OUTSIDE IN' PRIORITIES - 'what' to do

(That will require major leadership time and/or financial resources)

Apr-May 2015

Mission Action Plan – present, communicate and receive feedback/ideas

Leadership Structure – confirm structure, roles and lines of communication

Communication – finalise databases

Supported Leadership – clarify roles needed and description

Young People's Co-ordinator

Music/Worship Leadership

Office Assistance

Families and Children's Co-ordinator

Jul-Aug 2015

Communication – finalise website

M and M Leadership Team – plan, meet and reporting

Supported Leadership – stewardship/gift event

Sep-Dec 2015

Supported Leadership – recruitment and appointment

Property – review and plan Phase 2

Jan – Apr 2016

Property – stewardship/gift event

Training – planning and organization

'Inside Out' Priorities – leaders encouraging in their areas/groups/activities

May-Dec 2016

Training – planning and organization

'Inside Out' Priorities – leadership encouraging in their areas/groups/activities

Jan – Apr 2017

Property – Phase 2 of Church Upgrade

The exact timing of actions may vary depending on the progress of communication, support, leadership time and resources becoming available.

OUR 'INSIDE OUT' PRIORITIES – 'who' we are

These will be worked out by the 'M and M' leaders and their teams over 2015, 2016 and beyond.

OUR 'INSIDE OUT' PRIORITIES – 'who' we are



CONFIDENT DISCIPLES – to put into practice what is needed for us to be more confident disciples (individually and together) who will help make more disciples of others - **Disciple making Disciples**. Examples of how this might happen more might be through a greater emphasis on: **The Gospel** of transformation; **1 to 1 mentoring** being modelled, especially by leaders; **The Bible's** being made more central in importance; **Praying** from the heart, for others and to God; **The Holy Spirit's** work in witness, worship and prayer; **Hospitality** of life and home 'having an open life' to others; **Mission** involvement with more 'going out'; **Small Groups** commitment as an equal priority to congregational worship; a more **Personal** approach with stories, prayer, invitation, befriending and contributions in services.

MISSIONAL COMMUNITY – to develop (individually and in groups/ activities) as a '**go to our community**' and '**community come to us**' church.

- to continue to develop as a '**multi-service**' church of *small to medium sizes with strong family connections in joint worship, mission and social activities.*
- to continue to develop individually and in groups/courses that **build relationships** and provide connected **stepping stones to faith commitment and discipleship growth** (v 'revolving door' syndrome).

Come to us: '**Invitation**' to services/events and '**Befriending**' within activities, ages and people groups e.g., Teeny Tinies, Messy Church, Men's Group, Ladies Group, MU, Music, Youth, 20/30's and 'Blue Collar'.

Go to them: '**Hospitality**' shown to work colleagues, neighbours and friends; '**Sunday Out**' within Missional Communities.

OUR 'OUTSIDE IN' PRIORITIES – 'what' to do

MISSION ACTION PLAN – St Peters leaders to **present, communicate and receive feedback** on the MAP e.g., Sunday Services, Small Groups etc

TRAINING - to put in place suitable training for all in the church including: **congregation members, lay leaders, key 'area' leaders and licensed ministers.**

COMMUNICATION - To improve our communication in a range of ways:

Externally: **website and social media**

Internally: **website, social media, databases, through leaders and one to one**

PROPERTY – in light of our ministry and mission needs, to review and plan for appropriate **staged projects that blend in with our people/ leadership needs** e.g., to make our historic church more suitable for flexible worship and other uses:

-Phase 2: **back of church, Admiral's corner, prayer corner, lighting, audio/visual**

-Phase 3: **floor, seating, heating**

LEADERSHIP STRUCTURE (see opposite) – to put in place a **suitable revised structure for our current and future potential size of church** that will enable clearer and better leadership e.g., delegation (high accountability/low control), co-ordination and communication. This will involve some different ways of working:

Rector - **more time looking after leaders who look after others; more of a 'multiplicational' v 'additional' approach**

Wardens - **more focus on core responsibilities and delegating out of 'the doing'**

Ministry and Mission Leaders – **to appoint (with support and training) in key areas**

Supported Leaders – **to appoint key supported leaders to give time where there is not sufficient 'lay voluntary time' available to give continuity.* We would ideally appoint from our own church family. The needs will vary over time, but are likely to be in the following areas:**

1. **Office Assistance/Administration** 20 hrs pw (currently 10 hrs pw)

2. **Music** (band led worship) 2 to 4 hrs pw

3. **Youth Co-ordinator** (joint project Church/Community) 30-40hrs pw

4. **Families and Children Co-ordinator** 5-10 hrs pw

5. **Pastoral Care** 20 hrs pw

6. **Intern/Apprentice**

The PCC and Licenced Ministers will carry on in a similar way with:

-PCC receiving reports from the 'Ministry and Mission Leadership' team via Rector

-The licenced ministry team feeding back through their regular meetings

**Churches of 100-200 have shrunk by 17% where they have not appointed key leaders. This is crucial in today's church context for two reasons. First, because people have less voluntary time due to work/family commitments, and second key leaders are needed who can lead forward to meet expectations (to keep/attract people) and that is needed to 'compete' with community activities.*

LEADERSHIP STRUCTURE (draft)

