

# St Etheldreda's and St Luke's Mission Action Plan, 2022 – 2027

## An Ongoing Journey

In response to God's all-encompassing love, our churches are on an ongoing journey to **grow in ever greater love for all.**

## A Journey underpinned by Values

As we travel on this journey, we are constantly seeking to draw on **God's love**, as well as the specific values of:

**Worship;**  
**Invitation;**  
**Exploration;**  
**Compassion;** and  
**Unity;**

## A Journey heading towards a 2027 Vision

The next five-year stage of our journey will be focused on travelling towards a 2027 vision of becoming:

**vibrant, inclusive, church communities,  
full of diverse disciples and explorers,  
growing in transformative love  
for God, all people and all creation**

## A Vision approached by 5 Priority Paths

After prayerful review, our congregations believe that God is calling us to reach this 2027 destination by following five interconnected priority paths:

<p><b>PATH 1</b></p> <p><b>Growing and equipping our congregations</b></p> <p>Becoming a united, loving, welcoming and growing faith community where all people are enabled to grow in God's love.</p>	<p><b>PATH 2</b></p> <p><b>Greater engagement and partnership with the Wider Community</b></p> <p>Becoming a community of people unbounded by church walls, who share God's love in every area of our lives and partners with others to transform Hatfield and the wider world.</p>	<p><b>PATH 3</b></p> <p><b>Improving Diversity and Inclusion</b></p> <p>Becoming a diverse and inclusive community, in which <u>all people</u> feel valued and at home regardless of age, gender, sexuality, ethnicity, disability or background.</p>	<p><b>PATH 4</b></p> <p><b>Identifying and Harnessing Gifts and Skills</b></p> <p>Becoming a community which enables individual, church and community flourishing through identifying, valuing and harnessing the different gifts, skills and experiences of churchgoers and our surrounding neighbourhoods.</p>	<p><b>PATH 5</b></p> <p><b>Ensuring our buildings are fit for purpose</b></p> <p>Becoming a community whose facilities grow and adapt to meet the ever-changing needs of our mission, congregation and community.</p>
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## 5 Key Steps to ensure we progress along our Paths

To help us move along these paths, we will initially focus on taking five key steps. These steps were identified through an in-depth discernment exercise. A summary of the rationale for the selection of each step has been include below.

### **STEP 1 - Reimagining St Etheldreda's and St Luke's buildings to meet the spiritual, numerical, and missional needs of current and future generations**

Rationale: It was commonly felt by participants in the listening exercises, that without a reimagining of our buildings, scope for mission and numerical growth *within* the churches would continue to be significantly limited. Early commencement of the first phase of building work will be important to help enable all of the other steps below.

### **STEP 2 - Ensuring all newcomers to our physical and online communities receive a warm welcome and feel able to participate in the life of the church**

Rationale: Our listening exercises revealed a real desire to 'make room for all' in our churches. This will require newcomers not just to receive a warm greeting, but to be incorporated in the life of the church. We are aware – and accepting – that encouraging others to participate in the life of the church will require a willingness to adapt and change.

### **STEP 3 - Growing the number of children involved in worship and wider church life.**

Rationale: The Gospel calls us to reach out to (and bridge divides between) different age groups. Whilst Eth's and St Luke's are fortunate to have younger members, we would like to grow this group and further develop their belonging and contribution to the churches, as well as nurture their faith. In our listening exercise we recognised that this will involve much more than young people simply joining in with what we are already doing. Again, we may need to adapt our approach in some areas, and be willing to invest new resource.

### **STEP 4 - Creating a 'pastoral culture', in which *all* church members are known, cared for, listened to, and helped to flourish by others in the community.**

Rationale: Healthy churches are communities, in which everyone is known and valued; relationships are nurtured; and all members are cared for and encouraged to grow into wholeness (likeness to Christ). This understanding lies at the heart of our desire to create a pastoral culture within – and across – both churches.

### **STEP 5 - Encouraging and equipping more congregation members to share their faith with others in the community through their words and/or actions**

Rationale: Most contributors to the listening exercises expressed a sense that God is calling us to be more outward looking by both expressing and being the good news of God's love' in Hatfield. In addition to growing in confidence in being able to talk about our faith, we realise that we also need to become more proficient at understanding how God might be calling us to engage with the coming of his Kingdom in the community.

## Steps supported by Priority Actions

Each of the above Steps will be taken with the aid of a number of priority actions. These actions do not represent the totality of what we will do as a parish. They are the areas of activity where we feel there is most urgency, and where we can most usefully apply fresh thinking and invest new energy and resources that will take us progressively closer to our vision. A summary of these actions is provided below, with a more detailed breakdown provided in the Implementation Plan attached at Annex A.

### Step 1

Reimagining St Etheldreda's and St Luke's buildings to meet the spiritual, numerical and missional needs of current and future generations

#### Priority Actions:

- Four-phased approach to reimagining St Eth's building, beginning with toilets, kitchen at West End
- Revisualisation of St Luke's building, including toilets, storage, sound and potentially seating.
- Design and implementation of fundraising plan to support building work.

### Step 2

Ensuring all newcomers to our physical and online communities receive a warm welcome and feel able to participate in the life of the church

#### Priority Actions:

- Identification and training of welcomers (to include post-service welcome).
- Development of database to support improved welcome and to enable involvement in church life.
- More strategic engagement with online community.
- Extend lay involvement in worship.
- Extend follow-up after occasional offices.

### Step 3

Growing the number of children involved in worship and wider church life.

#### Priority Actions:

- Employ children and families' worker (fundraising embedded as part of West End building project).
- Undertake children and families audit of both churches.
- Review timing and content of all-age worship.
- Improve children's provision in both church buildings.
- Create, and work towards, a new vision and plan for the future of Sunday School and choir youth ministry.
- Instigate a Programme of family-focussed events.

**Step 4** – Creating a 'pastoral culture', in which *all* church members are known, cared for, listened to, and helped to flourish, by others in the community.

#### Priority Actions:

- Identify and train a team of 'pastoral champions'.
- Fully utilise our database for pastoral purposes.
- Identify new fellowship opportunities within and across churches.

### Step 5

Encouraging and equipping more congregation members to share their faith with others in the community through their words and/or actions

#### Priority Actions:

- Participate in the CofE Evangelism course.
- Undertake a community audit.
- Identify a key community project for the church to partner with.
- Run mission and evangelism focussed Lent and Advent courses.

## Delivery

### Implementation

The implementation of this MAP will be an ongoing process throughout 2022-2027.

**Every member of our congregations** has an important part to play in moving St Etheldreda's and St Luke's towards their vision, and it would be wonderful if individuals of all ages could spend time considering how they are being called to utilise their gifts and skills in support of the different actions in this MAP.

An **Implementation Plan** has been developed to help ensure that the identified actions are delivered (**Annex A**). This sets out a full list of actions, with corresponding timings and responsibilities.

It is envisaged that a number of **Delivery Groups** will take responsibility for driving forward progress against particular areas of the plan. The detail of these groups will be determined in due course. These groups will report progress to the **MAP Group, and/or the PCC**.

Significant decisions on the contents of the Implementation Plan will be considered by the PCC, in line with normal practice.

### Review

A regular **assessment** of progress against the actions in the Implementation Plan will provide us with an understanding of the progress we're making towards our 2027 vision. This evaluation will be regularly undertaken by the MAP Group, and periodically reported to the PCC.

The findings from this evaluation will be used to determine whether the content of the steps and actions needs to be **reviewed** and/or added to. This assessment will be made annually, and reported to the PCC.

### Resources

The proposals set out in this paper will have resource implications, both in terms of people's time and financial resources. **Resource decisions** will be considered by the PCC in line with normal practice.