

# MAP GUIDELINES 2018



## INTRODUCTION

MAPs are not a Diocesan blueprint but locally owned where each church works out what is the right way forward for its own faith community and context. They put mission on the agenda regularly and they are a very helpful tool for enabling churches to think through where they are, listen to what the Holy Spirit is calling them to, and plan prayerfully the way forward in their local context.

Three things which are important about MAPs are that in the context of prayer and listening to God they encourage:

- Intentionality – helping churches think through what they do and where they are going.
- Collegiality – where the church together ‘own’ the way forward and it is not simply the Vicar’s latest ideas or a power group within the church.
- Accountability - it is written down and so the important question can be asked. “How is it going?”

## DEVELOPING YOUR MAP

Whether you already have a MAP or are starting from scratch, here is some ‘recommended good practice’ to help in developing MAPs. There are many variations of approach but these ideas are a good basis from which to work. There are four stages:

**Where are we? (Audit)**

**Where do we want to go? (vision)**

**How do we get there? (strategy)**

**Start driving! (action and review)**

### A. AUDIT.

To help you with an audit you can use tools such as [Healthy Churches Exercise](#), [Natural Church Development](#), [Arthur Rank toolkit for rural churches](#), a [SWOT exercise](#), or ask the Local Mission Department for other resources and help. The main areas you need to consider are:

- a. The context of the church. Describe your parish and the context in which you work. This may be a brief summary or a considerable document which can become the

basis of a Parish Profile and Common Tenure documentation. Once done, then this only needs re-touching each year.

- b. The church’s activities and ministries (Sunday services, midweek services, regular activities, key areas of ministry and outreach). Again, this could be a brief summary or a longer document which again would be the basis of a parish profile. It is useful to include in this your USA figures for the past few years (the Parish Mission Office can provide these for you). Once completed, it need only be revised each year.

**B. VISION.**

The key question is, “Where do you want the church to be in five years’ time?” It is helpful to spend time on this and have a PCC vision day or vision morning. Tools to help you such as [One2Four](#) or may incorporate some of the audit as well. The Local Mission Department will help you facilitate vision days.

**C. STRATEGY: THE MAP.**

- 1. Identify each key area you would like to concentrate on develop them using the outline of this table. For each area there may be several action points.

Area	Action needed	By whom	When	Review	Completed

For complex or long term items, It may be helpful for a task group look at each area outlined above in more details:

- a. Describe the present situation
- b. Why would you like this area to develop?
- c. What would you see as the end outcome?
- d. What are the obstacles needed to be dealt with in order for this to be achieved?
- e. Identify the steps needed to achieve the desired outcome.
- f. What resources do you need – ministry, finance, etc.

Many churches have found it helpful to keep in mind the [SMART objectives](#):

**Specific Measurable Attainable Relevant Time-bound.**

- 2. In the MAP process the following are essential:
  - a. **Agree** it. The MAP must be owned by the PCC and/or DCC, the key decision-making body of the church.
  - b. **Communicate** the key ideas of your MAP to the whole congregation and promote prayer towards achieving it. E.g. Sermon series on the key points, display, leaflet,

PowerPoint Presentation. Each parish will do this differently but it is a vital part of the whole exercise.

- c. **Resource** it. Make sure that areas which need resources of people or finance have these provided.
  - d. **Do** it and review it (see below).
3. It is useful to keep in mind the five key themes of the Diocesan Going for Growth policy: discovering the heart of God, growing disciples, reaching new generations, transforming communities and practising generosity. Some churches shape their MAP round these five areas but don't be constrained by them. Over a three to five year cycle each of these should be represented in some way.
  4. Other areas to keep in mind are:
    - a. Links to Mission abroad.
    - b. Engaging with the community
    - c. Training opportunities for ongoing discipleship.

#### **D. ACTION AND REVIEW .**

1. Do it! Some of the items are 'easy win' and can be done quickly, ticked and celebrated, others will need a longer process. Don't wait forever to make a start.
2. It is also important to review the MAP regularly. We recommend that the MAP is reviewed every 6 or 12 months and renewed after three or five years.
3. Here are some recommended review questions:
  - a. The things we said we would do and have done. (Celebrate!)
  - b. The things we have said we would do and have not done, and are never likely to do.
  - c. The things we said we would do and have not done but would still like to do.
  - d. New things that were not on the plan but we would now like to include.

#### **FINALLY:**

"It is not the church of God which has a mission in the world, but the God of Mission who has a church in the world." We cannot make churches grow, only God can do that (Psalm 127:1, 2 Corinthians 3:6). But we can hinder the growth. Mission Action Plans are an exercise in listening to God and preparing the ground for his seed to grow.

### **THE ONGOING MAP PROGRAMME.**

In the **Shrewsbury and Stafford Episcopal Areas**, the Bishop, Archdeacon and Director of Mission have visited all the churches with Growth Visits over a period of three years and the vast majority of churches now have an active Mission Action Plan which is regularly reviewed.

For the next three year cycle, three to four years after the initial Growth Visit the Bishop, Archdeacon or Director of Mission will spend an evening with Incumbent, PCC and Church Members to celebrate all that has been achieved and discuss possible new opportunities. It is good practice for the PCC or delegated group to regularly review progress of the MAP action points.

In the **Wolverhampton Episcopal Area** two full cycles of Growth Visits by the Bishop and Archdeacons have taken place in the past few years. It is now recommended that Mission Action Plans are seen as 3 or 5 year plans with an annual review to affirm and adjust the MAP (the four questions in D3 above are useful for this). A good time for this annual review is often the autumn so the new MAP is ready for the upcoming calendar year. Once your MAP is renewed please send an electronic edition to Dave Blake (the PA to Archdeacon of Walsall) at [dave.blake@lichfield.anglican.org](mailto:dave.blake@lichfield.anglican.org) or Giles Standing (the PA to the Archdeacon of Lichfield) at [giles.standing@lichfield.anglican.org](mailto:giles.standing@lichfield.anglican.org). At the following APCM, the current MAP should be presented as part of the annual report.

### **DIOCESAN RESOURCES:**

- Buildings: Kristina Williamson.
- Church Schools / Education: Colin Hopkins
- Communications: Pete Bate, Simon Jones.
- Diocesan Secretary: Julie Jones
- Finance: Jonathan Hill, Charles Adams
- Fresh Expressions and young adults: David Cundill
- Resourcing Parish Mission: Richard Barrett
- Inter-Faith : Wolverhampton: Ray Gaston Stafford: Allan Townsend
- Messy Church: David Cundill (for Salop Area, Cerys Hughes)
- Ministry and Vocations: Lesley Bentley, Lindsey Hall
- Reaching New Generations: Laura Edwards, Libby Leech, Jon White.
- Rural Officers: Staffordshire - Peter Dakin; Salop – Michael Last
- Spirituality Adviser: Charles Ruxton
- Transforming Communities: David Primrose
- World Mission: Philip Swan

### **Other useful resources:**

Diocese of London Mission Action Planning

[www.london.anglican.org/kb/mission-action-planning/](http://www.london.anglican.org/kb/mission-action-planning/)

How to do Mission Action Planning (A vision-centred approach). Mick Chew and Mark Ireland.

[www.spckpublishing.co.uk/shop/how-to-do-mission-action-planning/](http://www.spckpublishing.co.uk/shop/how-to-do-mission-action-planning/)

**For help and advice contact:** Rev'd George Fisher, Director of Mission.  
01922 650063 or 07814 166951. [george.fisher@lichfield.anglican.org](mailto:george.fisher@lichfield.anglican.org)