

Our Mission Action Plan

Parish: All Saints with St David Anytown **Deanery:** North West City.

Period covered by this plan: April 2018 to March 2021

Please feel free to expand the boxes if you need more space.

Our Vision/Values

Playing our part in the diocesan vision of a worshipping, growing and transforming Christian presence at the heart of every community, our vision is of a church and community that: reflects God's glory in every aspect of life; that shows his love to all regardless of position, colour or creed; that is empowered by the power of his spirit; and that brings righteous transformation in every area of life. A church that hungers and thirsts for things to be the way God intended them to be (Matt 5:6).

Our values – We aspire to be:-

- Rooted in Christ, dedicated to worshipping him and seeking his way through prayer and his word;
- Led by God's Spirit;
- Guided by his word.
- Grounded in the community and steadfast in serving all those who God brings across our path.
- Recognise that people are our greatest resource and we strive to respect and honour each other.

Stage 1 - Review

Where we are starting from - a realistic summary of our context and our present situation.

The parish of All Saints with St David's is on the edge of Anytown and covers an area including 60% social housing 10% private rented and 30% (Predominantly at the east end of town) privately owned suburban post war housing. The Full street part of the community, to the west, ranks 107 in the index of multiple deprivation and has the highest % youth unemployment in the city. There is also an ageing population in some areas of the parish and isolation, along with fear of the unemployed youth who congregate in the covered alleys of the shopping centre, adds to suspicion and falling community cohesion. Latest crime figures show overall reported crime is falling; however, burglary and home invasion have risen over the last reporting figures, a reverse of the previous trend downwards. St David's congregation host a foodbank three days a week, an initiative that is run by volunteers from the Roman Catholic, and Methodist church as well as volunteers from St David's.

The parish also has a small (10-15%), but growing Muslim population and we need to find a way of engaging constructively with them.

The congregations of the parish are split between 3 services: All Saints, which is the smaller, more traditional congregation meet at 9:45 on a Sunday and this is a Eucharistic based service attracting around 20-25 people each week. St David's meet at 11:00 and this is a more contemporary service. All Saints AWA is around 85 including 15-20 children of varying ages. Both congregations lack members between the ages of 16 – 25 and there are few between the ages of 26 – 35. There have been a small number in the second age range who have recently started to attend All Saints but the norm has been that people of this age range only stay for a short time. There is also a group of young parents who meet

monthly on a Wednesday, after school, in the St David's building and they take part in a simplified form of 'Messy Church'. They average about 25-30 including children. Both buildings are in need of some repair work but All Saint is, by far, the better maintained building. However, the nature and activities of the congregation at All Saints means that the internal lay out (pews stone floors old large cast iron radiators) causes unacceptable restrictions on the congregation. The parish has one stipendiary priest and two SSMs. We also have 2 ALMs and one ALM in training. As part of the Deanery Mission Action Plan, we are likely to have to think differently about how we staff some of our activities as our vicar is likely to have to take on some responsibilities outside of the parish as the deanery forecast is to reduce the number of ordained stipendiary posts.

Where we are going - a description of where we would like to be in five years' time.

By journeying towards our vision we will see the place of church in our community transformed as we have grown our involvement in the issues and challenges facing the people and place where we are called to be salt and light. As a result:

- Youth unemployment will be falling as young people engage with skills training and mentoring available at the community hub (The former St David's church building). (Priority 1);
- There is a thriving programme engaging elderly and isolated people including the community garden, Knit and Natter, armchair aerobics, and a photography club. The programme also engages elderly people in teaching younger people to cook nutritious meals on a low budget, and a 'grow your own' club. (Priority 1).
- There are now 6 discipleship 'life groups' across the community where church members are strengthened in their faith and intentional about sharing the love of Jesus, in word and deed, with the people living and working in their life group area. (Priority 2)
- We have a growing number of lay leaders and home grown ordained people, all of whom play an active role in leading in the parish and also support other churches across the deanery. (Priority 2)
- The two congregations of St David's and All Saints have integrated well; the community hub facility in the old St David's building is completed and many groups are now benefiting from this facility; The reordering of All Saints is under way. (Priority 3)
- Although we lost a number of people when the worship centre was moved to All Saints, the congregations are now growing steadily, as are both interest in vocations, and the financial health of the parish. (Priority 2 & 3).
- There are two schools in the parish and whilst we feel they are an important connection, we feel 3 priorities are what we can cope with at the moment and so will continue to foster relationships with schools and bring them forward as a priority once capacity allows. However, there are a small number of people in the congregation who are passionate about schools and so we will seek to enable and equip them in this work where it does not draw resource and capacity from our priorities.

Stage 2 - Prioritise

How we will get there - a description of the priority actions if we are to 'get there'.

Priority 1

- Engaging with both the youth and the 'elderly isolated' in the community to combat loneliness and isolation and reduce the statistics around youth underachievement and unemployment.
 - Researching the needs of both groups;
 - Explore if a 'remodelled space' in either All Saints or St David's buildings would help to meet these needs and combat the issues;
 - Acting upon the findings – possibly by combining our worship in one building and converting the other into a community space.
 - Seeking to facilitate activities that will help to reduce isolation and loneliness in the more elderly part of the population and contribute to skills acquisition and employment opportunities for young people.

Priority 2

- Grow our congregations, both in depth and number, through nurturing whole life discipleship, raising up leaders, and intentionally showing and proclaiming Jesus to the community around us.
 - Establish a number of discipleship 'life groups' in strategic homes around the community. These will focus on improving spiritual health within the congregation and intentionally engaging with the community around them.
 - Investigate/run a Jesus Shaped People course in each congregation and use other helpful resources such as Alpha/Start, and Friendship First (Engaging with Muslims).
 - Establish a system for prayer around and for the community and events such as Litter Free Lent, Picnic in the Park etc, to help community engagement.

Priority 3

- Take a frank and honest look at our buildings and our use of people and investigate merging worship into one site and remodelling the other for use as a community space and facility for our practical engagement with the community.
 - Assess the suitability and repair of both buildings and then hold an informed consultation around the future – taking into account the needs assessment in priority 1 – in order to equip our buildings to serve our vision.
 - Facilitate a discussion with both congregations about the way forward.
 - The probable outcome would be one of the buildings being chosen as the worship centre for the parish and the other being used as a community facility – lacking since the community hall was sold 20 years ago.
 - Design and use the new facilities as a tool to engage with our target audiences in priority 1.

Stage 3 – Current activity plan.

What do we need to do and by when? Precise, time-based and measurable actions that help us achieve our priorities. It is assumed that this page will be updated regularly as the outworking of the plan develops and progresses.

Task / objective	Person Assigned	Resources available/required	Budget required	Timeline (expected start and completion dates)	Review method and timing
1. Form small group to research needs of young people in community.	Tim Smith (Youth volunteer) and Grace Jones (Youth leader).	People and time – some input from Vicar. Some review time from PCC secretary	None at this stage.	Group formed by end of April 2018; Research plan presented to PCC 1 st week in June. Research completed by end of November 2018.	Monthly update to PCC secretary.
1. Form small group to research needs of isolated/lonely people in community.	Anna Priest (SSM) and David Phillips (Retired volunteer).	People and time – some input from Vicar. Some review time from PCC secretary	None at this stage	Group formed by end of April 2018; Research plan presented to PCC 1 st week in June. Research completed by end of November 2018.	Monthly update to PCC secretary.
1. Review findings of both small groups and prioritize responses and produce further work plan	Small group organizers.	People and time – anticipate some discussion at PCC and some input from congregation (Post-it notes and flip chart style) after/during services.	None at this stage	Priorities presented to PCC at March 2019 meeting	Monthly update to PCC.
2. Teaching about mission and the concept of whole life discipleship.	Vicar & Andrew Davies (SSM)	Program of teaching over 2/3 weeks	Possible small budget (£25) for support materials	Teaching during May 2018.	
2. Recruit small group leaders in four areas of parish and two for groups based in our buildings	Vicar, SSMs and David Phillips (Retired volunteer).	An outline brief for prospective leaders	None at present	Recruitment of leaders to be in place by teaching time in May	Vicar, SSMs and David Phillips to regularly update each other.
2. Look at discipleship courses for use at small groups and select a preferred option.	Vicar and Andrew Davies (SSM)	Time for small group leader training by vicar/Andrew Davies.	£75 for course materials	Course ready to run from early/mid-September.	Vicar and Andrew to keep leaders and PCC up to date on progress.

2. Compile a list of streets and divide into 12 areas. Publish as part of a cycle of prayer.	Andrea McMillan (Community Volunteer).	Detailed street map – Andrea's Time. Input from people with local geographical knowledge	£10 for map	Cycle ready for sign off by PCC at May meeting	Anna Priest (SSM) to support group and review progress
3. Contact diocesan officer for buildings and seek their advice as to how to proceed with building assessment and future plans	David Jones (Church warden) Marie Walsh (PCC Sec)	David, Marie, and Diocesan officer's time	Budget will probably be required at a later date.	Initial meeting with diocesan officer in April/May. Report on advice and proposal for the next stage prepared May/June to be brought to the July 4th PCC meeting.	Leadership team will receive regular updates as appropriate. Vicar is responsible for ensuring progress as per time line.
3. Depending on advice from diocesan officer, obtain costs estimate for initial planning/drawing up proposals	David Jones (Church Warden) Marie Walsh (PCC Sec).	David, Marie, and Diocesan officer's time	Budget will probably be required at a later date.	Cost and proposal for next steps to be brought to October or November PCC	Leadership team will receive regular updates as appropriate. Vicar is responsible for ensuring progress as per time line.
3. Arrange and promote a parish away morning to consider the evidence from the initial report and canvas people's thoughts and opinions.	Small group convened by David Jones (Church Warden) Marie Walsh (PCC Sec).	Time of small group. There is a strong case for this to be facilitated by someone from outside the parish as there will need to be some frank discussion lead by an unbiased and experienced facilitator.	There will be cost of venue and facilitator – this will be costed as part of this action point	Details to PCC for approval as part of report to Oct/Nov PCC (above). Probably an away day early in 2019.	David and Marie to keep leadership team appraised

Our partners – what other people do we need to involve/consult – e.g. Mission unit/deanery; local authority; other churches; other organisations?

- Deanery and Diocesan DMPC – We will need to work closely with both to explore our use of buildings and to ensure our plans support and contribute to the wider vision of both deanery and diocese.
- Local Authority and external agencies involved in the community – When looking at our community and its needs we should look to local government for statistical information and also canvas their opinion. We must also ensure we are aware of what is already happening and how we can complement rather than compete.
- Other churches – Sharing experience, thinking and looking together at a vision for our community, and ensuring we don't 'reinvent the wheel' but work to complement and partner with each other. Also, drawing on experience of churches in the city that are addressing similar issues and needs.
- Schools – Whilst this is not one of our existing priorities, we will seek to enable people for whom schools are a passion, to be effective in building and delivering a good and productive partnership that benefits both school and church.
- External Christian agencies that can help – e.g – Christians Against Poverty, Trussell Trust, Youth for Christ, Church Army, and many more.

Parish and Deanery - How our plan connects with and enhances the mission of the deanery as expressed in the current Deanery Plan?

The deanery plan is still being finalised but it is likely to feature the following areas where we feel our plan will connect with and enhance the mission of the deanery:

- Running courses – There is a recognition that in many parts of the deanery we need to engage with people of other faith and those who have no particular affiliation. We will invite the rest of the deanery to co-deliver (or simply make available to their congregations) training such as Jesus Shaped People and Friendship First, pooling resources and encourage working together.
- New Housing Areas – There is also an awareness that many parishes are likely to be the recipients of significant new housing developments in line with the Spatial Plan for this part of the city. We will work with the deanery on initiatives to engage with residents as they move in to these new homes.
- Schools work - Whilst schools are not one of our current priorities (see above) we are already helping (and will continue to help) with schools work at St Philips C of E school in the neighbouring St Philips parish.
- Deanery office – The longer term plan of the deanery is likely to include centralising some of the common administration functions of the parishes. We would engage with, and access the services offered by this and also be willing to explore hosting the office if our 'Hub' idea is taken forward.
- Vocations and deployment – Our plan highlights vocations as part of priority 2 and we will seek to enable leaders who are raised up through this priority, to be a resource not just to our parish but in the wider deanery. This initiative will also enable us to consider some of our stipendiary time being shared with other parishes.
- Buildings – Priority 3 recognises the excess building capacity in the deanery and – should the plans go ahead, would contribute to using these buildings in a more sustainable way as tools for our mission.

Our mission action plan shows how we will play our part as a local church in the Diocesan vision of:

**A worshipping, growing, and transforming Christian presence
at the heart of every community.**

This mission action plan was approved by the PCC on (Date)

Signed: **Post/office**.....

Date:

*Please send your plan, along with any supporting documentation to the MAP team –
map@manchester.anglican.org. The MAP team will then review it and send it to your Archdeacon*



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