



*St Michael with St Mary*



## **St Michael's church**

## **Mission Action Plan**



Approved by the PCC on 8<sup>th</sup> January 2014

Signed:  Vicar



## **Our Looking**

The look phase was split across three surveys

- (i) The first was a questionnaire given to our core congregation during the 2011-12 interregnum. This gave a detailed response but was disproportionately representative of the older adults in the congregation

### Overview

Respondents were

- Mainly white, middle class, able bodied and over 65
- 2 to 1 female to male
- Had been at St Michael's for years
- Attend every week
- Like things the way they are
- Feel we're friendly

### Groups

- Most respondents were members of smaller groups within St Michael's which they felt they met their needs
- Most respondents sought new group activity to focus on
  - Children – particularly teenagers (youth club, etc)
  - Bible Study and meditation

### Communications

There was a very mixed response to the quality of these

- Almost all wanted announcements / paper communications to continue
- Over half wanted email communication
- Low response to Social Media

### Music

There was a very positive response with regards to music

- Choir great – especially children's choir
- Hymn problems- boring! Some wanted more upbeat music
- Request for more congregational practice

### Community Feel

There was not a particularly positive response to this:

- More social events suggested – barn dances, harvest supper, shared meals, walks, etc. Lots of ideas
- Need to use events to bring age groups together and encourage age ranges where we're not strong



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### Services / Deepening faith

Quite positive responses – certainly not a resounding endorsement though!

- Most said they enjoyed coming to services at St Michael's
- Variety was sought – catering for a less homogenous group - Children / Contemplative / Upbeat...

### Buildings

Overall positive response. However, a lot of people commented on

- Quality of parish centre – wanted a new centre or work out what can be done with the current one!
- Toilet facilities for the church are poor
- A number also asked to remove the pews

### Children

- Around 15% of respondents have children who currently attend St Michael's
- Primary age children attend much more than secondary
- We are welcoming to primary age but much less so to teenagers
- Opportunities are good for primary age but poor for teenagers
- Those with secondary age children rated the opportunities much more negatively than others

### Things we do well

- Choir – particularly children's choir
- Preaching and ministerial team
- Maintenance of St Michael's church

### Things we could improve

- Communication
- Provision for teenagers
- Welcome for new people



(ii) A second survey was taken of the 'Jelly' teenagers group

Things liked about St Michael's

- Jelly
- Community feel / friendly people
- Christmas Day and Easter services
- Bonfire night
- Thought-provoking services
- decoration
- Inspiring to the under 10s
- Audience participation

Things that could make St Michael's better

- Picnics / more social opportunities
- Less complicated hymns
- Nativity play on Christmas eve
- Babies in tower room [?reduce distractions]
- No to a 'band'
- Better heating
- More involvement from Brownies
- More environmental and social issues

(iii) A third survey was taken of our Seekers' group – for junior-age school children

3 things they like:-

- Enjoy meeting together in the Parish Centre after the 9.30, especially when there's something going on, e.g. Traidcraft, charity fund-raising
- Social events, special services e.g. Christmas.
- The clergy are friendly

There was nothing they wanted to change about St Michael's, but they would like to see more social events they can be involved in, like a Christingle party before a late afternoon Christingle service. A beetle drive was suggested, also a clergy play!



## Our Discerning

We then held a workshop on 2<sup>nd</sup> March 2013 to focus on our vision and key priorities for the next five years under each of the *Living God's Love* themes:

### Going Deeper into God

- Diversity of worship (styles, unpacking, times)
- Back to basics / introductory
- Individual spirituality - more awareness of where people are coming from
- Events/social
- Thriving (house and other) group network
- Have groups that attract all ages

### Transforming Communities

- Average age in worshipping community which reflects demographics in local community
- Be seen as a community centre for the parish
- Children / schools – involvement / ownership
- Attitude of generosity / commitment to transformation
- Not just money, not just local
- Have a thriving youth culture
- Be a focal point for charity / social action
- Be neighbourly

### Making New Disciples

- Attracting & retaining new people in the parish
- Attract people on the margins (e.g. through life events)
- To attract people from across the parish (broad representation: demographics – thematic / geographic)
- Open / welcoming culture
- To be well known in the community

### In summary

- we are and are seeking “Deep Roots, Fresh Shoots”
- All age
- Attractive & welcoming worshipping community
- Vibrant & dynamic
- Flourishing
- Growth
- Movement
- God / Serving / Heart



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## **Our Targets**

In mid-late 2013 our three PCC sub-committee were then asked to generate SMART targets for the next five years. Some of these pertain to the PCC and not to the sub-committees.

### **PCC Targets**

- To develop an integrated communications strategy which uses:
  - Personal invitation / contact
  - Email
  - Pew Sheet
  - Magazine
  - Website
  - Noticeboards
  - Posters
  - Seasonal publicity
  - Regular leaflets
  - Social Media
  - Local Media
  - Any new forms of media
- to promote the parish effectively to the congregation and to the wider community and to help build a strong community through communication.
- Integrate all baptism and wedding families into our e-publicity database
- Maintain appropriate staffing levels for church groups and activities (ongoing)
- A PCC where every elected place is filled and every member is actively involved
- To clarify the relationship between (i) the fundraising role of the Friends of St Michael's and (ii) the outreach role of Mission and Community and (iii) the responsibility for financial overview which rests with Stewardship and then to maximise our fundraising potential and to ensure we've got the best mix of events around the year



## **Pastoral & Worship Committee Targets**

- To add 1 monthly alternative form of worship per month within 6 months of PCC approval
- Within 5 years to have on average over 20 people attending this alternative form of worship
- Increasing the breadth of services offered throughout the year over the next 2 years
- In 5 years' time the church is open for longer and used for more purposes
- Increasing prayer foci around the church
- Confirmation classes to be run each year
- Admission to communion every other year
- Increase the opportunity for people to come together to pray
- To develop an understanding as to the future of small groups in the parish within 1 year
- To offer diversity of education opportunities some of which are introductory, some to refresh, some biblical, some topical, some social/ethical within 5 years
- To apply the above we would like to keep in mind the needs of children and young people
- Increase representation of parish schools in the junior choir
- Maintain existing links with St Michael's school
- Develop 1-2 points of contact with Townsend per term within 5 years
- Develop 2-3 points of contact with Prae Wood per term within 5 years
- For Prae Wood to see that their local church is St Michael's
- Review the service booklets to make them more accessible for newcomers – 1 year
- Increasing the connection between our functioning groups and the worshipping core
- Broadening the membership of the functioning groups within each group's limit
- "We want to enable people to become more fully the individuals God wants them to be from which we hope they'll enter into the ministries to which God is calling them"
- To develop the Pastoral Visiting Team to be effective within 1 year
- Maintain the Bereavement Support Team
- Targeted surveying of our congregations, e.g. about music and study opportunities
- Securing the next chapter in St Michael's choir
- To successfully develop leaders in the following areas:
  - Licenced ministry
  - Small group leadership
  - Children's groups
  - Music



### **Mission & Community Committee Targets**

- Analysis of the electoral roll from 9 months from when the PCC approves MAP
  - Compare electoral roll with previous electoral roll
  - Analyse demographics of the electoral roll itself
  - Compare electoral roll with demographics of the parish
- Further 6 months to present plan to address issues arising (e.g. under-representation).
- For existing Mission & Community events to increase the attendance from the wider community (i.e. increase the reach) by end 2014
- To add an additional event to the Mission & Community schedule which will be attractive to a wider set of people by end 2014
- Explore the establishment of a Good Neighbour scheme in 3 years
- Strengthen links with Lutheran community over the next 3 years
- Exploring social, sporting and volunteering opportunities that will raise our profile over the next year
- Explore opportunities for strengthening social links and discipleship over the next year
- Establishing a system for reviewing the charities we support, including increasing the level of practical engagement with the charity – 6 months
- At least one person each Sunday in the stewarding team who is responsible for looking out for the newcomer and the vulnerable and has the skills to engage them appropriately – within 1 years
- Improve the visual presentation within the parish buildings and on our leaflets and other collateral – within 1 year
- To run a trial of changes to seating arrangements in the church and review at the end of the trial period (15 months). This trial is intended to improve the welcome within the church and to assist the choir with both space and acoustics.





## **Stewardship Committee Targets**

### Skills

- involvement is ownership - to continue to identify talents and encourage parishioners into ministries
- to collate job descriptions for all our voluntary ministries

### Finance

- To secure regular giving sufficient for our needs. This includes:
  - effective communication about our needs, especially to new comers
  - promoting legacy giving (e.g. tax advantageous benefits)
  - to survey congregation about their preferred means of giving
  - to survey stewardship campaigning in 5 other parishes
  - to consider new sources of income

### Church fabric

- to renew St Michael's noticeboards, including those in the porch
- to complete the font project – within one year
- to follow through our reflections on the use of space at the back of church with a final scheme – within two years
- to work through the 2012 quinquennial inspection report in full – by 2017

### Halls

- to review local hall hire rates – within one year
- to maximise the use our three hall spaces as an important contribution to our income stream
- following on from the condition survey at the Memorial Hall to develop a business plan and to prioritise immediate fabric improvements
- to determine the long term future of the Memorial Hall – within 5 years