

Mission Action Plan

2019-2023



St Michael with St Mary

*Living God, we pray for growth in St Michael's and St Mary's:
make us effective evangelists,
deepen our spirituality,
and strengthen us for service,
in your name and to your glory.
Amen.*



What is MAP?

Mission Action Planning (MAP) is a framework encouraged by the Diocese of St Albans for helping churches to grow in

- (a) **spirituality** - Going Deeper into God
- (b) **numbers** - Making New Disciples
- (c) **service** - Transforming Communities

These priorities reinforce one another: we need all three. They are core to any church. Growth and mission are essential to the Church in every age.

'Mission' is not the same as 'evangelism' – but evangelism is part of it.

The Anglican Communion recognises five **Marks of Mission**

- To proclaim the Good News of the Kingdom
- To teach, baptise and nurture new believers
- To respond to human need by loving service
- To seek to transform unjust structures of society
- To strive to safeguard the integrity of creation

The first Mark of Mission is evangelism. This corresponds with (b) above – growth in numbers; the second Mark is roughly the same as (a) – growth in spirituality; Marks 3-5 are aspects of (c) – growth in service.

The trustees of St Michael's and St Mary's are the Parochial Church Council (PCC). Together we place the highest priority on leading the parish in all aspects of mission. To help us do this we have:

reviewed and celebrated our old MAP (2014-18)

- what have we achieved; there is a significant amount on which we can build
 - MAP is a continuous cycle
- what have we not achieved (and why)
- what have we achieved that was not in the 2014-18 MAP

reviewed our context - the opportunities and needs of the parish

- our geography – who lives, works, studies, and moves through the parish
- the input invited from all parishioners through a survey which accompanied our 2017 Christmas publicity

established targets for 2019-23

The MAP needs to be owned by all members of St Michael's and St Mary's if together under God's grace we are going to fully realise its potential to help us grow. The MAP will be managed by the PCC committees. Targets are listed under each committee on the pages which follow.

Mission and Community Committee Targets

Target	What?	How?	When?
School Links: St Michael's Primary	Refresh relationship with PTA	Link to PTA; more visibility on Parentmail; monthly link to Parish Magazine; list services on website	By end 2018-19 academic year
	Welcome Pack to new pupils and parents/carers	Info bundle about church and welcome card; annual welcome service; explore Christingle service for whole school	By end 2019-20 academic year
	Evaluate success of above before rolling out to Prae Wood and Townsend – though the hope would be to repeat in those schools		
Charitable mission giving	Develop a system for informed and organised charitable giving that aligns with the parish's mission objectives	Find a new way of congregational ownership of 'good causes'; look at other churches (e.g. St Luke's, St Peter's); teaching in sermons	Medium-term

Target	What?	How?	When?
Communications	Maintain up-to-date promotional information	Review website with webmasters	Within six months of MAP launch
	Follow-on from the above as appropriate: to ensure the website continues to evolve over the MAP period.	e.g. small additions to home page like weekly 'what's on'; separate 'who's who'; longer-term design amends	Within two years of MAP launch
Children and young adults	Increase links with Brownies and Scouts	Visit groups	End of 2020
Loneliness	To identify those at risk of becoming lonely and cut off, especially those who might be 'hidden'	Spreading the word among congregation about being mindful of those not in church, and sharing it with others	Medium-term
	To develop a system of small-scale and appropriate response	Visiting; spending time; promoting and developing a 'buddy' system; possibilities for young people (e.g. Jellies or DofE students) to get involved	Medium-term

Pastoral and Worship Committee Targets

Area	Objective	Possible actions
Pastoral	Attendance at church by those requiring transport assistance	<ul style="list-style-type: none"> • Ensure process in place to identify such persons • Ensure a culture of 'looking after each other' supports the above • Transport Coordinator • Small groups of drivers and passengers – self-managing and resilient
	Maintaining Ministry (e.g. Bereavement Support and at Fosse House)	<ul style="list-style-type: none"> • Recruit deputies to provide cover and for succession planning • Provide training as required
Children and Young Adults	All Age Service	<ul style="list-style-type: none"> • Maintain and recruit
	Other Sundays	<ul style="list-style-type: none"> • Continue to work on integration of children and adults in 9.30am service
	Families	<ul style="list-style-type: none"> • Establish links between Weekday and Sunday families (especially Tiny Tots and Wednesday 9am) • Maintain contact, especially after baptisms, weddings, and funerals
	Leadership	<ul style="list-style-type: none"> • Develop and train future leaders

Area	Objective	Possible actions
Worship	Attendance culture	<ul style="list-style-type: none"> • Christians not just for Sunday • Promote the whole Church calendar and importance of Feast and Holy day services • Build the core worshipping congregation for the above
	Music	<ul style="list-style-type: none"> • Develop and maintain the choir and musical facilities to provide appropriate service leadership • Maintain and build organ and choral scholarship schemes • Establish opportunities for young people through link with St Michael's School
	Establish alternative services	<ul style="list-style-type: none"> • Explore use of afternoon slot on non-evensong Sundays • Encourage worship in small (but not insular!) groups • Focus on lay-leadership – recruitment, training

Stewardship Committee Targets

Skills

- involvement is ownership - to continue succession-planning and identify talents and encourage parishioners into ministries
- ◇ Build a data base of potential volunteers' Time and Talents
- to collate job descriptions for all our voluntary ministries
- ◇ 50% complete; job descriptions for positions other than PCC to be completed
- build closer links to Friends of St Michael's

Church fabric

- to work through St Michael's 2017 quinquennial inspection report by 2021
 - to include -
- ◇ creating a plan and carrying out internal and external redecoration in the church and related works, including
 - * monitor cracks to chancel arch, west window, north aisle and clergy vestry
 - * remedial actions to damp in north aisle
 - * monitor possible infestation in Lady Chapel and chancel
 - * complete the security replacement system
 - * Lady Chapel painting - refurbish or replace?
- ◇ stone repairs to external window surrounds of Lady Chapel and chancel
- safer access to tower roof
- improve disability access to church
- review of audio visual aids i.e. projection of images on to new church decoration
- consider wifi installation
- continue redevelopment of west end
- explore possibility of toilets in church

Halls

- to review our hire rates – 2020
- to maximise the use of our three hall spaces as an important contribution to our income stream
- to develop a business plan for improvements to all our hall spaces to include -
 - ◇ Memorial Hall - new kitchen installation – by 2020
 - ◇ Memorial Hall - new boiler installation - 2018
 - ◇ Memorial Hall - lighting upgrade – by 2021
 - ◇ School House Flat - light well refurbishment
 - ◇ St Mary's project for underpinning and internal toilet
 - ◇ consider wifi installation to all halls
 - ◇ more commercial use of St Michael's church – include with halls for hire out for concerts etc.
- redecoration of Parish Office - 2019

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 consider automatic direct debit/pledge form inflation increases
 - ◇ to survey stewardship campaigning in 5 other parishes
 - * 20% complete; St Peter's approached; still to look at 4 other alternatives
 - ◇ to consider new sources of income
 - ◇ electronic giving by 'swiping' credit/debit cards using wifi
 - ◇ full online banking - 2018-19

Outside areas

- consider car parking provision at St Michael's
- provide bicycle parking at St Michael's
- tool shed replacement

St Mary's Committee Targets

Opening the front door

- install an electronic device to unlock and lock the church - 2019
- appropriate provision and display of literature to encourage visitors to return at a time of public worship - 2019
- explore how St Mary's might be incorporated into local pilgrim / walking / cycling trails

Opening the back door

- installation of an internal toilet, baby change, and related facilities
- through Halls Administrator, promote and recruit new hirers to the Schoolroom - raise income from £4K to £10K p.a. within three years of toilet installation

Reviewing indoors

- dilemma - it is hard to attract to 'ordinary' evensong, yet this is much appreciated by the core
- what can we learn from those services which have seen good numbers in recent years? i.e.
 - ◇ Christmas, Easter, Animal
 - ◇ services such as the 'stretching' Seven Churches sermon series
- need a Unique Selling Point

Connecting outdoors

- be more effective in promoting St Mary's as a venue, including for weddings
- establish and improve links with existing community events including Childwickbury Arts Fair, Childwickbury Christmas Market, Easter Monday Pilgrimage
- consider how we can strengthen and encourage further development of the Friends of St Mary's

Where do we go from here?

Our MAP is a **collective document**. It has been written by us all and for us all. Everyone in the parish has had a chance to contribute and we all need to own it if together under God's grace we are going to fully realise its potential to help us grow. So please retain this document; get involved or respond enthusiastically when asked to lend a hand; pray for its progress; and celebrate in years to come what it has been possible to achieve.

Our MAP is a **working document**. As we move through the next five years, some targets may become unattainable - or new and unforeseen opportunities and needs may open up. Listing what we would like to be doing also invites us to consider whether our current activities are still worthwhile: some things may need to stop in order to do more in other areas. The simple benchmarks for any proposal will remain where we began on page 3: might it deepen our spirituality, make new disciples, or transform our community?

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