



St Thomas with St Stephen

Letting the light of Jesus shine

Mission Action Plan, 2016-19

BACKGROUND

As a church we are called to love God, love each other and love our neighbour. In other words, we exist as a church for worship, discipleship and mission.

Our Mission Action Plan (MAP) will help us focus our mission energy and resources over the next three years by highlighting our shared **mission priorities** and giving us an outline **action plan** of how we achieve them.

It doesn't tell us everything we will do as a church and is not meant to be exhaustive, but gives us a helpful framework for moving forwards together.

CHURCH AUDIT

Our MAP has arisen from a number of conversations. One conversation is feedback from a church audit completed by home groups and individuals in the congregation, asking 8 questions about factors associated with church growth. There were around 60 responses. The areas where we scored lowest are particularly reflected in our three overall mission priorities of growing the church, developing discipleship, reaching the community.

Questions on common factors associated with growing churches	Average /10
We understand our local context and actively engage with people who don't currently go to church	5.87
We nurture disciples well	6.12
Our clergy and lay leaders innovate, envision and motivate	6.42
We have a clear mission and purpose and are intentional about growth	6.50
Clergy and laity are encouraged into leadership and other roles	6.72
We are a church that is willing to reflect, change and adapt	7.13
We are a welcoming church	7.77
We actively engage with children and young people	7.80

OTHER CONVERATIONS

Another conversation that has fed into the process are the results from a stakeholder engagement and consultation from 2011 when selling the church hall to redevelop St Thomas where the 3 top priorities outlined in the report were provision for young people, places for the community to meet, and provision for the elderly. Finally, conversations within the congregation and the PCC around re-shaping our morning worship, the importance of focusing across the whole parish and the remit of new staff appointments have also fed into the shaping of our mission priorities over the next 3 years.

Our three Priority MAP areas for 2016-19

We believe that God is leading us to prayerfully focus energy and resources into the following 3 areas in the next 3 years.

1. Growing the church
2. Developing discipleship
3. Reaching the community

1. GROWING THE CHURCH, Matthew 28:16-20

We are a church that is intentional about growing in numbers.

Each of us will be encouraged and equipped to play our part in welcoming newcomers, caring for each other and encouraging people towards faith in Jesus.

Our focus areas will be to

- Strengthen our **welcome**
- Strengthen our **pastoral care**
- Provide a variety of **pathways to faith**

2. DEVELOPING DISCIPLESHIP, Mark 8:31-38

We are a church that places a high priority on developing discipleship.

Each of us will be encouraged and equipped to grow in our personal discipleship, ministry and leadership and to play an active role in a midweek group.

Our focus areas will be to

- Strengthen our **home groups** and **other midweek groups**
- Grow in our **personal devotions** (prayer, Bible reading)
- Provide opportunities for **training and equipping** in ministry
- Provide opportunities for **leadership** and personal development
- Provide opportunities for **deeper theological reflection**

3. REACHING THE COMMUNITY, Matthew 5:14-16, Isaiah 61:1-4

We are a church that is committed to reaching the whole community.

Each of us will be encouraged and equipped to play our part in serving and reaching individuals and groups across the parish and beyond.

Our focus areas will be to

- Strengthen our ministry to **children, young people** and **families**
- Reach new communities on the **Clapham Park and Weir estates** through Stephen's
- Expand our engagement with **20s and 30s**
- Reach new communities through the opportunities of a **newly refurbished St Thomas'**
- Improve our **visibility** and **communication**

Outline action plan (reviewed by PCC every 6 months)

1. GROWING THE CHURCH, Matthew 28:16-20

We are a church that is intentional about growing in numbers.

Each of us will be encouraged and equipped to play our part in welcoming newcomers, caring for each other and encouraging people towards faith in Jesus.

To strengthen our welcome, we will

- Foster a culture of everyone being on the welcome team
- Aim for every new person to be invited for Sunday lunch or a social event and invited to join a HG within a few weeks of coming
- Host regular welcome lunches / other welcome events (Helen / team)
- Provide a new welcome pack (Martin)

To strengthen our pastoral care, we will

- Strengthen the role of HGs in pastoral care
- Have a pastoral care team (Richard)
- Provide opportunities for equipping to meet wider pastoral needs

To provide different pathways to faith, we will (Clergy)

- Run Alpha and Christianity Explored each year
- Explore other invitational events e.g. Back to Church Sunday
- Equip everyone to share their faith

2. DEVELOPING DISCIPLESHIP, Mark 8:31-38

We are a church that places a high priority on developing discipleship. *Each of us will be encouraged and equipped to grow in our personal discipleship, ministry and leadership and to play an active role in a midweek group.*

To strengthen our home groups and other midweek groups, we will

- Have more groups with more variety
- Encourage everyone to join a group
- Continue to provide training to leaders

To grow in our personal devotions, we will

- Provide material and teaching / equipping
- Organise quiet days/mornings for the church

To provide opportunities for training and equipping in ministry, we will

- Have 3 or 4 weeks of equipping / training / deeper theological reflection in June and Oct each year instead of HGs (Clergy / Readers/ others)
- Support each other on our 'frontlines' where we spend most of our time.

To provide opportunities for leadership and personal development, we will

- Look at doing Growing Leaders in 2017/18 (Linda)
- Look at doing the Marriage Course in 2017/18
- Provide a variety of training e.g. emotional health, CAP money, prayer etc
- Explore opportunities for mentoring
- Encourage attendance at conferences, eg New Wine

To provide opportunities for deeper theological reflection, we will

- Use the Lent Course and other times as appropriate
- Provide opportunities to read and discuss books

3. REACHING THE COMMUNITY, Matthew 5:14-16, Isaiah 61:1-4

We are a church that is committed to reaching the whole community.

Each of us will be encouraged and equipped to play our part in serving and reaching individuals and groups across the parish and beyond.

To strengthen our ministry to children, young people and families, we will
(Sam and Susie)

- Run 2 youth groups from September 2016
- Strengthen links with families
- Re-engage with local schools
- Focus on equipping parents in faith
- Have our children and young people integrated, visible and leading

To reach new communities on the Clapham Park and Weir estates through Stephen's, we will (James)

- Start by praying and gathering a team, discerning needs and existing provision, then engaging and blessing
- Seek opportunities to work with other churches

To expand our engagement with 20s and 30s, we will (James)

- Grow and develop our 20s and 30s ministry

To reach new communities through the opportunities of a newly refurbished St Thomas', we will

- Look at opening a café (Martin / Kate)
- Develop the community garden, (Jenny)
- Expand our ministry to older people (Fiona + Helen)
- Organise community wide events, (Kate + Helen)

To improve our visibility and communication, we will

- Improve website updating and social media presence (James / Sam)
- Reintroduce occasional parish newsletter
- Improve notice boards and signage inside and out (Kate)

We will also consider a parish-wide mission in 2017 or 2018