



A Lighthouse for the Community

MISSION ACTION PLAN

2016/17

A year of spiritual growth

You are the light of the world. A town built on a hill cannot be hidden. Neither do people light a lamp and put it under a bowl. Instead they put it on its stand, and it gives light to everyone in the house. In the same way, let your light shine before others, that they may see your good deeds and glorify your Father in heaven. Matthew 5:14-16

We set our vision for St Paul's to be a lighthouse to the community in 2012, after prayerful discernment in which we could see the importance of the strategic location of our church at the gateway to the town, located within a Parish rich in the diversity of its people and its landscape. We were, and continue to be, a church growing across the ages with a heart for the community and a sense of vision and purpose. Our priorities have focused on three areas:-

- Serving the community
- Nurturing disciples
- Growing in worship and intimacy with God

We have achieved several new developments through goals set in 2012/13, 2013/14, 2014/15 and 2015/16. Perhaps most notably these achievements include:-

- Improving our welcome at our Sunday services
- Growth and development of our work with children and families and young people
- Growth in the numbers attending home groups
- Setting up and running a food bank in collaboration with other churches

In many other respects also, the life of our church has changed considerably over the last 5 years. We have reached out to the wider community through Christmas and Easter Journeys, Wild Wednesday, Fun Day, Who Let the Dad's Out, work with young people in schools, Illuminate youth group and our Toddler and Babies groups. The Luncheon Club has developed and continues to be a valued service to the elderly.

Within our faith community, our congregation has grown across the ages. We have attracted an ever growing number of families with young children to St Pauls and our Junior Church is expanding. Our young people have grown in faith and developed leadership skills, visiting Albania and Kosovo on

mission trips in the last two years. We have seen a huge growth in home groups from 4 to 14, with currently around 140 people attending. We have had church weekends away and at home, with another weekend away at Letton Hall planned for 2016.

In some areas, we have been challenged in achieving our goals. We have only very recently been able to appoint someone with responsibility to lead the development of communications within and outside the church and we have struggled to increase the numbers attending our prayer meetings. A plan to pilot an 'Adopt a Street' project has stalled and we have accepted that it is not now the right time to take this forward. As our church grows across the ages, we have become aware of the increasing challenge of ensuring that we are inclusive in all that we do.

So, what next?

Through prayerful discernment at our vision day in November and PCC meetings, we believe that God is saying to us that this is to be the year of spiritual growth. Whilst God is affirming our vision of being a lighthouse to the community, He is also calling us into deeper relationship with Him and with each other. Our focus must first and foremost be in Jesus Christ from which our discipleship and service to others flows.

And I pray that you, being rooted and established in love, may have power, together with all the Lord's holy people, to grasp how wide and long and high and deep is the love of Christ and to know this love that surpasses knowledge – that you may be filled to the measure of the fullness of God. Ephesians 3: 17 – 19

My goal is that they may be encouraged in heart and united in love, so that they may have the full riches of complete understanding in order that they may know the mystery of God, namely Christ, in whom are hidden all the treasures of wisdom and knowledge. Colossians 2: 2-4

Therefore, whilst our priorities remain the same – serving the community, nurturing disciples and growing in worship and intimacy with God - our goals have been reviewed and revised in response to God's call for greater spiritual growth. Our goals for 2016/17 are:-

- **PRAYER:**
We will become a more prayerful faith community by increasing the number of people praying as a whole church and in small groups.
- **COMMUNICATION:**
We will have effective communication within our faith community and with the wider community, with the aim that all members of our congregation have a greater sense of belonging, are better informed and are more fully engaged in the life of the church.
- **CARE AND SUPPORT TO CHILDREN AND FAMILIES:**
We will improve the care and support we provide for children and families within our faith community and our local community through delivering Parenting for Faith and Parenting programmes.
- **MENTORING FOR DISCIPLESHIP:**
We will develop a culture and a strategy to foster mentoring which develops disciples of all ages within our church, commencing with mentoring our young people.
- **WIDENING OUR MISSION BEYOND ST PAUL'S:**
We will establish a mission partnership with St Stephen's/ Shine Project, Bradford, which enables us to learn and grow together and which also enables us to draw on this experience to live out more fully our desire to be a lighthouse to the community.

GOAL	We will become a more prayerful faith community by increasing the number of people praying as a whole church and in small groups when	WHO	WHEN
STEP 1	<p>We provide active support, guidance and teaching on personal and corporate prayer and prayer ministry through:</p> <ul style="list-style-type: none"> • Teaching on Sunday • Home group studies • Encouraging home groups to pray for their locality, neighbours and work colleagues 	Simon and Louise	Autumn
STEP 2	<p>We improve publicity/communication about prayer (faith comes by hearing...):</p> <ul style="list-style-type: none"> • Use the weekly email • Publicise key highlights from the last prayer meeting in Sunday services • Encourage attendance at prayer meetings through informal one to one contact • Encourage testimonies on answered prayer, in written form, on line and spoken in services from <ul style="list-style-type: none"> ➤ Individuals ➤ Home groups ➤ Church clubs and groups 		
STEP 3	<p>We have varied formats for prayer meetings :</p> <ul style="list-style-type: none"> • Traditional • Meditative • Active – prayer walks about church 		
STEP 3	Prayers of the month are given to home groups (therefore already over 100 praying)		
STEP 4	<p>We have a coordinator / facilitator to support people to form prayer triplets outside home group membership:</p> <ul style="list-style-type: none"> • Monthly prayer meetings are used to promote triplets • Testimonies from those already in prayer triplets is used to encourage others 		
STEP 5	<p>We take prayer into the community:</p> <ul style="list-style-type: none"> • Prayer walks • Joining with other churches to pray for our community and the world 		

GOAL	We will have effective communications within our faith community and with the wider community when	WHO	WHEN
STEP 4	We have clear information about all that we do and how to become involved or receive support : <ul style="list-style-type: none"> • Care team • Home groups • Prayer support • Clubs etc 		

GOAL	We will improve the care and support we provide for children and families within our faith community and our local community when	WHO	WHEN
STEP 1	<p>We provide support which enables families within our faith community to embed Christian faith into the life at home:</p> <ol style="list-style-type: none"> 1. Attend Faith in the Family seminar 2. Recruit a team which can provide a crèche and food 3. Communicate / publicise / encourage attendance 4. Deliver session 5. Review and take action to provide ongoing support (<i>potentially linking to mentoring goal</i>) 6. Take stock to consider demand and capacity to deliver further workshops 	<p>Claire Harald</p> <p>Claire</p> <p>Claire</p> <p>Claire and team</p> <p>Claire and team</p> <p>Claire team and participants</p>	<p>2/2/16</p> <p>21/2/16</p>
STEP 2	<p>We provide encouragement and support to parents to develop confident, loving and healthy relationships with their children:</p> <ol style="list-style-type: none"> 1. Choose and develop course materials for a 6 week parenting course 2. Recruit a team of helpers (including potential future facilitators) 3. Communicate / publicise and encourage attendance 4. Deliver course 5. Review and take action to provide ongoing support to participants as needed 6. Take stock to consider demand and capacity to deliver further courses 	<p>Claire</p> <p>Claire/Andreea Weisl-Shaw and another</p> <p>Claire</p> <p>Claire/ Andreea and team</p> <p>Claire and team</p> <p>Claire, team and course participants</p>	<p>07/03 and ongoing</p> <p>From 20/04</p>

GOAL	We will develop a culture and a strategy to foster mentoring which develops disciples of all ages within our church when	WHO	WHEN
STEP 1	We provide teaching within a sermon series which feeds into home group discussions	Ben Neale / Simon / Louise /home groups	Mid- June
STEP 2	We establish and maintain prayer support through: <ul style="list-style-type: none"> • Prayer cards • Prayer ministry team • Home groups 	Ben	April onwards
STEP 3	We have researched mentoring programmes and selected one which best suits our church: <ul style="list-style-type: none"> ➤ We start with offering mentoring to our young people ➤ We set a budget ➤ We draft guidance for mentors and mentees ➤ We devise training resources ➤ We draft initial communication to raise awareness amongst the congregation 	Ben	May
STEP 4	We have recruited people with potential to become mentors and mentees: <ul style="list-style-type: none"> • We identify and speak to people with potential to become mentors • We identify and speak to young people (and potentially a small number of adults) who could benefit from mentoring • We devise a communication strategy for the programme 	Ben and team (One home group leader Jill Thomson Snr Jane Broiwn Maureen Phillips Gemma Foster)	
STEP 5	We organise a workshop(s) to train mentors which: <ul style="list-style-type: none"> • Showcases biblical teaching • Shares experience of mentors and mentees • Demonstrates mentoring in practice • Provides practical guidance and information about support and safeguarding] 	Ben, team and outside speaker	
STEP 6	We set up mentoring arrangements: <ul style="list-style-type: none"> • Set up mentoring relationships, each with mentoring 'contract' • Confirm support arrangements for each mentor and mentee 	Team leaders	

GOAL	We will develop a culture and a strategy to foster mentoring which develops disciples of all ages within our church when	WHO	WHEN
	<ul style="list-style-type: none"> • Enable mentoring relationship to encourage and affirm discipleship 		
STEP 7	<p>We evaluate to inform future developments:</p> <ul style="list-style-type: none"> ➤ Keep records of the numbers involved in mentoring arrangements and the duration ➤ Collate information anonymously about mentoring goals and feedback following mentoring ➤ Ask for mentees and mentors to provide testimonies which are communicated through various means to the wider congregation ➤ Seek views of the ministry team, PCC and the congregation on the next step 	Ben and team	

GOAL	We will establish a mission partnership with St Stephen's/ Shine Project, Bradford, which enables us to learn and grow together and which also enables us to draw on this experience to live out more fully our desire to be a lighthouse to the community.	WHO	WHEN
STEP 1	We formally adopt St Stephen's as one of our mission partners with whom we share joint mission and ministry during the coming year	PCC	March
STEP 2	We have discussions with the vicar and leadership team of St Stephen's to establish their needs and what we can offer.	Simon	
STEP 3	We keep our congregation informed of the plans and seek their support and involvement: <ul style="list-style-type: none"> • Volunteers for the first mission visit • Prayer support • Practical assistance 		
STEP 4	We recruit a small group (mission team) to be in communication with St Stephen's and/or to visit and host 2-way visits to build relationships and gain mutual understanding		
STEP 5	We prepare our mission team for the mission visit	Simon	
STEP 5	Mission visit to Bradford	Mission team	24 th to 29 th Aug (provisional)
STEP 4	We review with St Stephen's our mission visit with a view to: <ul style="list-style-type: none"> • Capturing testimony on what God has done through our partnership • Future developments in the partnership • Discerning what needs to change for us to become more effective in our mission to the local community 		