



**St
Stephens
Mission
Action
Plan
2014**

Mission Action Plan

Contents

The Purpose Of This Plan

Background

St Stephen's DNA

Our Buildings

Our Demographic

Our Vision

Targets for 2014-15

Jeremiah 6:16

Stand at the crossroads and look; ask for the ancient paths, ask where the good way is, and walk in it, and you will find rest for your souls.

The Purpose Of This Plan

This MAP (Mission Action Plan) is intended to provide a framework or trellis, that will enable growth, rather than being a straightjacket that needs to be rigidly adhered to.

We seek to be open to the guiding and prompting of the Holy Spirit. In light of this, the plan will be constantly developing and should be a 'living' document.

Our vision statement, purpose and values were affirmed at the 2013 Vision Day and form the foundations upon which the MAP is built. The plan is a way of articulating more precisely how we intend to live out our vision, purpose and values.

Although the MAP was considered and built under the 'purpose' headings (Up, In, Out), it is presented in chronological order of action, so that we can easily see what we intend to achieve together this year and beyond.

Background

The Situation

The work undertaken during the year has established and recognised that we are a 'Transitional Congregation' that will need to change and adapt to prevent a plateauing of growth in numbers and spiritual depth. Part of the analysis was supported by reference to "Raising the Roof", Alice Mann (2001), summarised as:

- *Average usual Sunday attendance has hit a plateau somewhere between 150 and 250.*
- *The congregation is located in a context favourable to numerical growth.*
- *The congregation regularly attracts first-time visitors to Sunday worship.*
- *Both the pastor and lay opinion leaders believe that the congregation may be called to "step up" to the next size, and wish to engage in discernment and planning.*
- *Basic trust exists among pastor, lay-leadership, and congregation.*
- *A small team of leaders can be found with the skills and motivation to guide others through a*

learning experience.

St Stephen's can be described as matching all those criteria to partial or full extents. We believe we are at a critical juncture in the life of St Stephen's where we need to develop our infrastructure and our resources to be able to properly nurture, teach, disciple and care for the people that God has already entrusted to our care, and to have the physical and spiritual space for those who are yet to come. We will need courage over the next year and beyond to discern the ways in which God wants us to increase our capacity for mission and ministry

Discernment and Planning

During 2013, St Stephen's has been seeking to discern the way forward for us as a church. The PCC, at a Vision day in January 2013, decided to establish a long-term plan with specific targets. Consultation carried on throughout 2013, seeking the views of key leaders and influencers in the church family, including through Home Groups, 1:1:1 prayer, whole church events and conversations with individuals. The findings were discussed in depth at the PCC Vision Day

in January 2014. Emerging from that process are strategic objectives (“How”) and suggested SMART targets will help us to measure our progress. These are shown in this MAP.

The Five Marks of Mission

Jesus said that he came that we may have life, and have it to the full. (John 10.10). Our MAP is designed to help St Stephen’s act in line with the Anglican Communion’s Five Marks of Mission, to:

- **Tell**

Proclaim the good news of the kingdom.

- **Teach**

Teach, baptize and nurture new believers.

- **Tend**

Respond to human need by loving service.

- **Transform**

Seek to transform unjust structures of society.

- **Treasure**

Strive to safeguard the integrity of creation and sustain and renew the earth.

Christians do these things not because they are do-gooders, but because they have had an encounter with God and been changed by his Holy Spirit. They do so with confident hope, looking forward to the return of Jesus, when heaven and earth will come together and God will be all-in-all. To live like this is not to escape the world. It is rather to be actively involved in God’s world. It is to love God and to love other people, in response to God’s irresistible love for us. We participate in the mission of God as partners in the Gospel.

St Stephen's DNA

Matthew 28:19

Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit.

Vision

Honouring God, following the example of Jesus and sharing his love in our community

Values

St Stephen's seeks to be a church that is:

- Centred around Jesus
- Building Right and Healthy Relationships
- Welcoming and Open to All
- Encouraging All to be Included and Involved
- Empowered and Equipped by the Holy Spirit
- Generous
- Compassionate

Purpose

Our stated purpose is rooted in the great commission and commandments (Mark 12:29-31; Matthew 28:19; Acts 1:8), combined with a vision of what the Christian community can be (Isaiah 35). It is to grow deeper in the 3 dimensions that are the essential aspects of a healthy church and of an individual disciple:

- **UP**

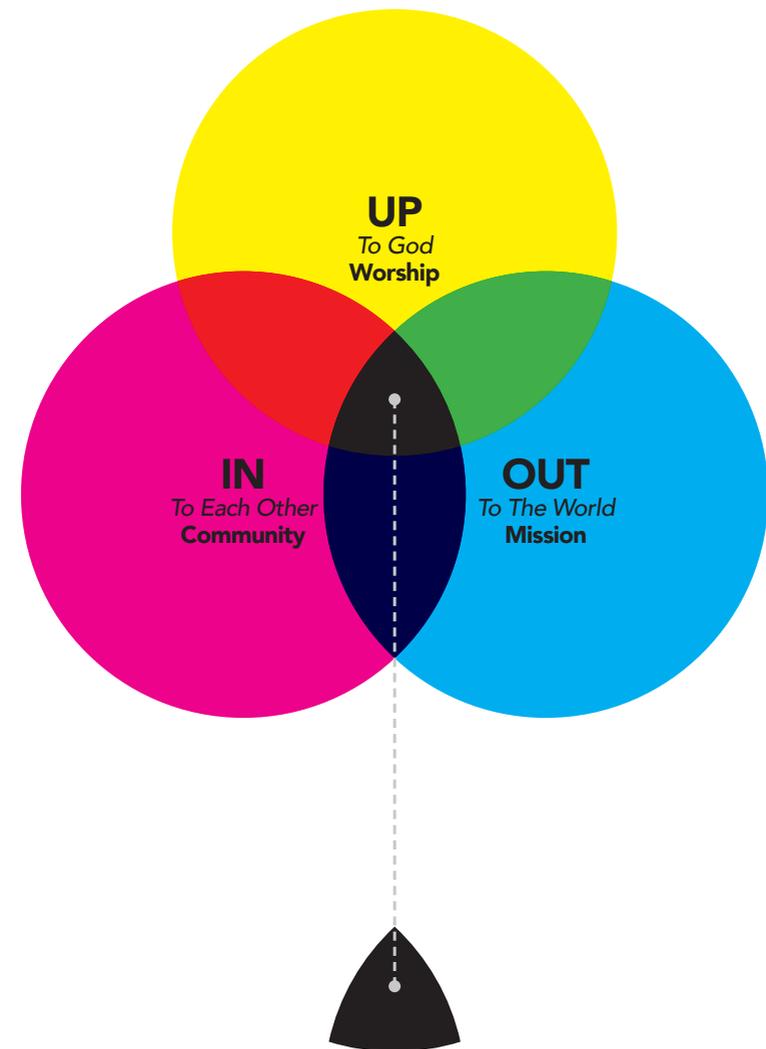
Loving and serving God.

- **IN**

Loving and serving our church family and those close to us.

- **OUT**

Loving and serving our neighbour; witnessing; seeking justice; caring for creation.



**3-Dimensional Christians =
Being Disciples + Making Disciples**

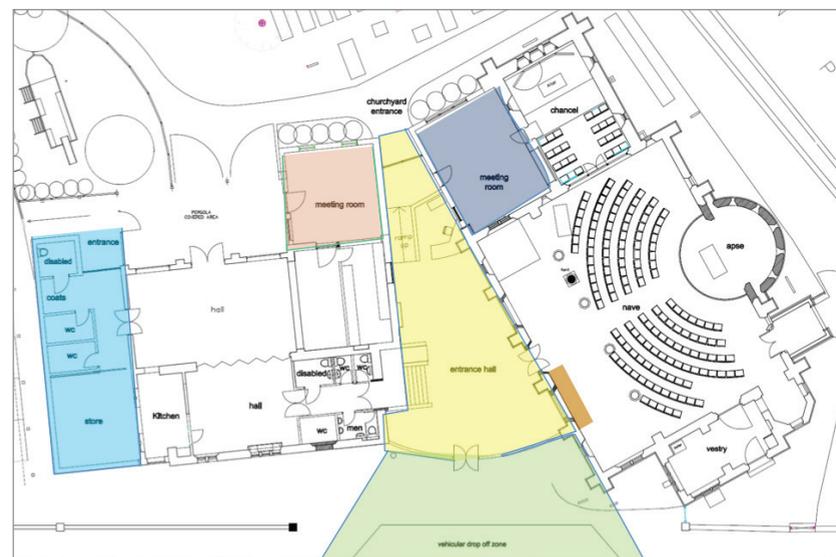
Our Buildings

At the time of the reordering of the Church, the PCC took the decision to proceed partly because it was seen that our buildings have a role as a beacon as well as a purely functional role. Keeping them in good condition sends a message that the Church is alive and caring for God's gifts. Successive PCCs have endorsed that view.

Although the main buildings are owned by the Diocese, their care, upkeep and any additional building works are all our responsibility. We also own two flats, one of which is home to our Children/Youth Directors; and the Curate's house is owned by private individuals in partnership with the Diocese. The Vicarage is provided and cared for by the Diocese. However, we are responsible for caring for the flats, the Curate's house and some of the Vicarage work.

Meanwhile, our main buildings are operating at capacity and many activated are homeless or hampered. A selection of the main possible projects that are being considered is shown on the following page. These are all in line with

the "master plan" that was conceived when the church building was reordered some years ago.

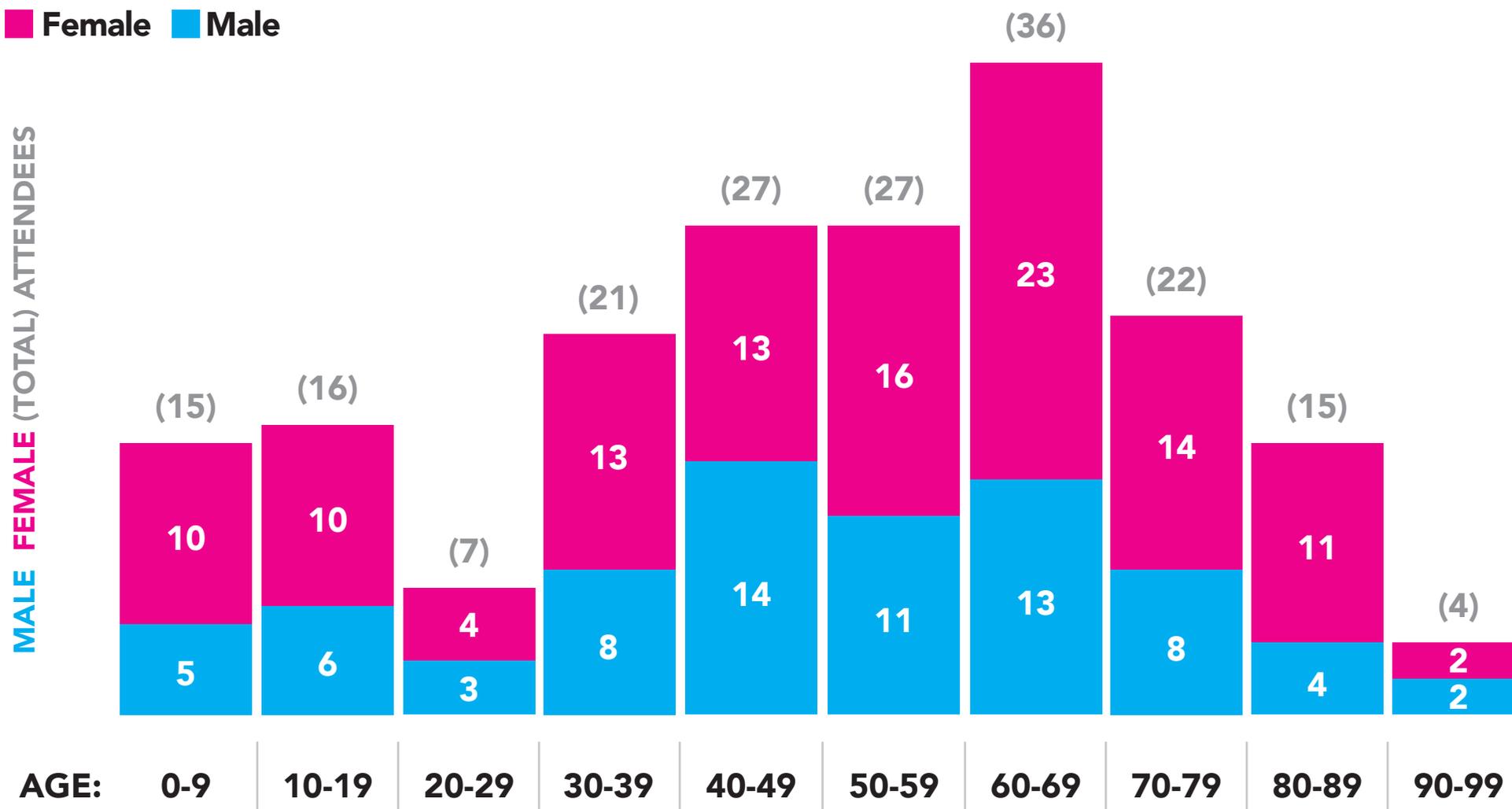


- Roadside Pull-in / Drop-off**
- Link Building**
Main Entrance / Reception/Office / Open-plan Workspace / Kitchenette / Covered Access
- Store / Office / WCs / Rainbow Entrance**
- Meeting Room 1**
- Meeting Room 2**
- Remove Ancillary Kitchenette**

Our Demographic

Congregation By Age Group & Gender:

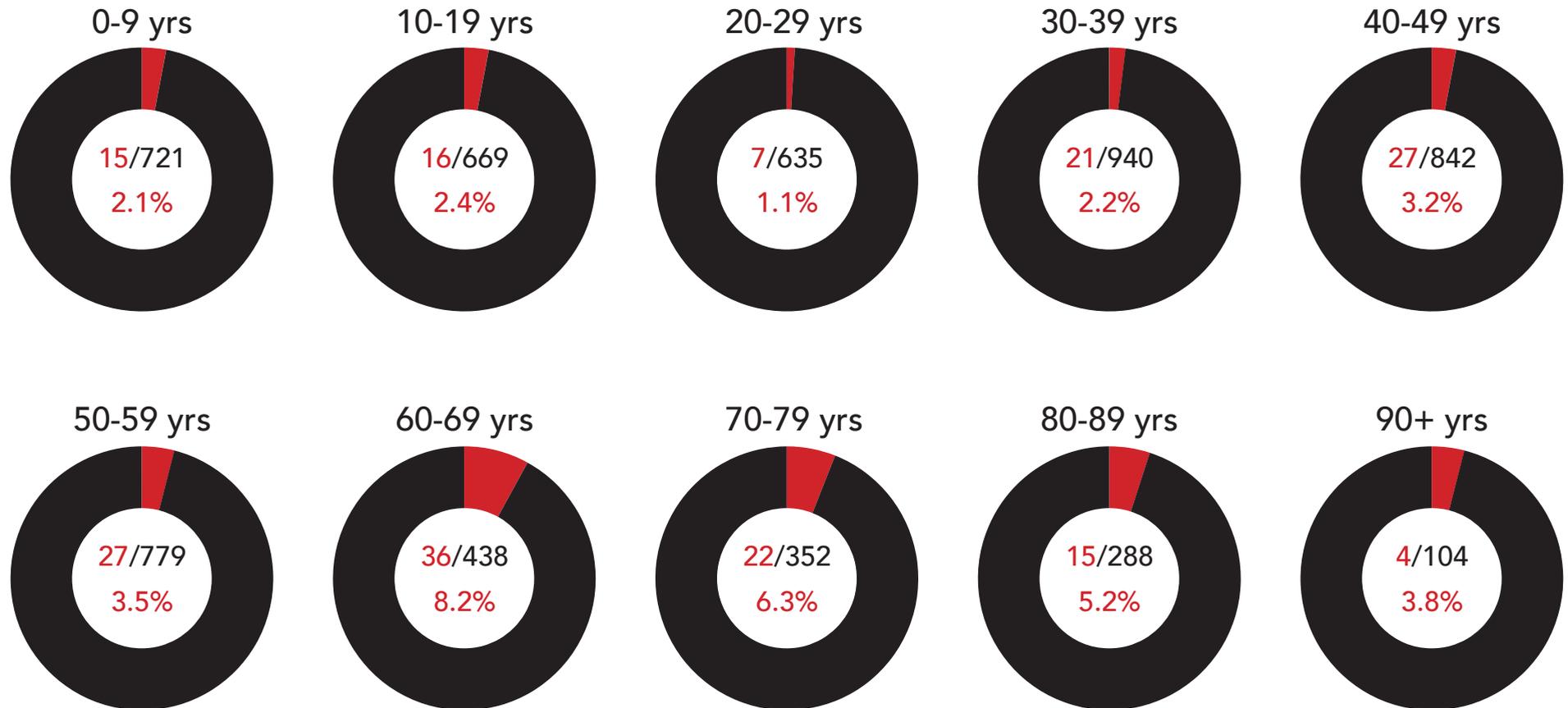
Female Male



Our Demographic

% Parish Attendance By Age Group:

■ Attending ■ Not Attending



Revelation 2:7

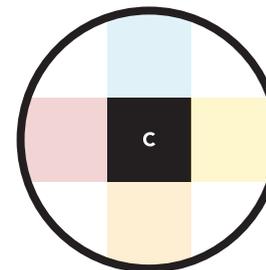
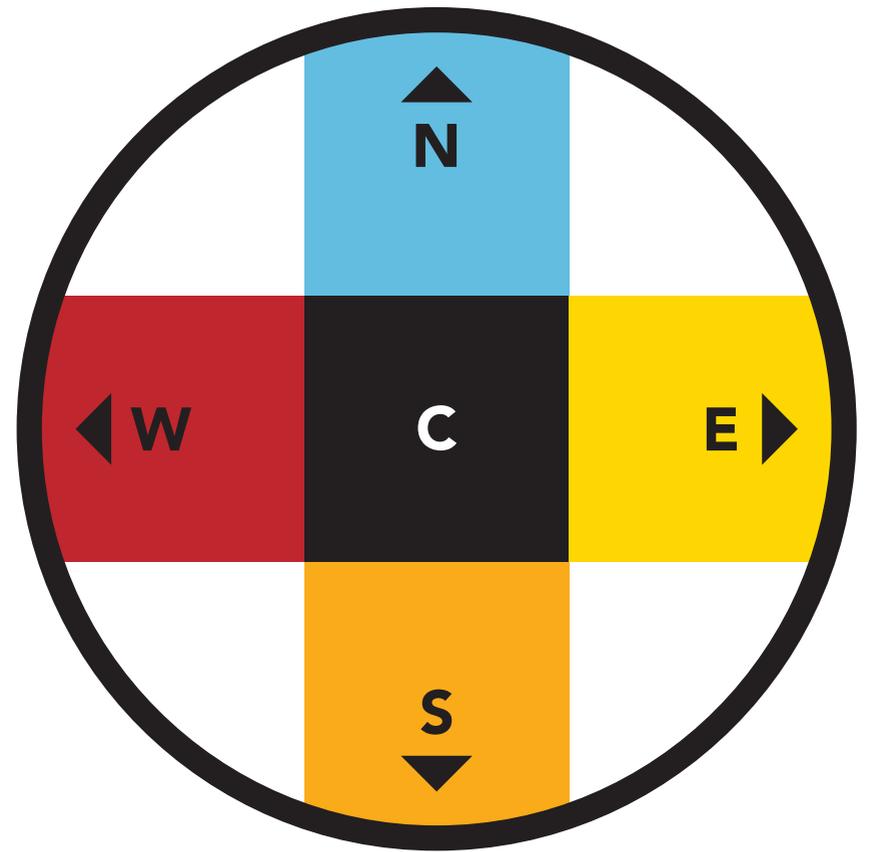
*He who has an ear, let him hear what
the Spirit says to the churches.*

Our Vision

We want our vision for St Stephen's to be Jesus' vision for us a church - a vision that needs to flow from our vision of who Jesus is cf. prayer in Ephesians 3:14-21. We carried out this compass exercise at our PCC Vision Day 2014 (and with our Home Group Leaders). It is designed to open our minds and imaginations to what the Holy Spirit may be saying to us: "He who has an ear, let him hear what the Spirit says to the churches" Rev 2:7, 11, 17, 29; 3:6, 13, 22.

This exercise helped to locate where we are at this present time in the life of St Stephen's - from this vantage point we can understand the past and look forward into God's future for us. Jeremiah 6:16: "Stand at the crossroads and look; ask for the ancient paths, ask where the good way is, and walk in it, and you will find rest for your souls."

This is part of the process of asking that Jesus by his Spirit reveals something of "the good way" to us. We need a compass to guide us into uncharted territory.



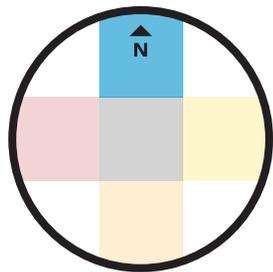
Centre

Surrender to God's Purposes

- 100% commitment.
- Yes (positivity).
- Listening on our knees.
- Arms outstretched.

Mission Action Plan

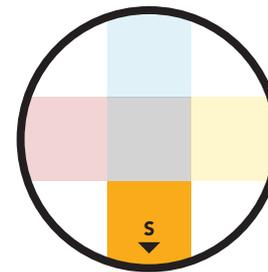
Our Vision



North

Our guiding light

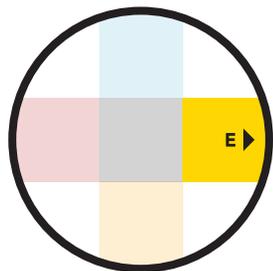
Light of God - local beacon in Shottermill.
Word of God - rooted in the Bible.
The love of God to permeate our church, community and beyond.
A temple in our hearts – share as LIGHT in the world.
Christ as a light to illuminate and guide us as the family of God.
Fully known and loved
Community set on a hill.
'Both-And' - both a place of rest for the weary and challenge for the hungry.



South

Reflecting the joy and creativity of God

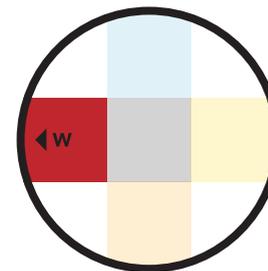
St Stephen's is a 'living' church.
A place where all can grow in love and faith and where all are welcome.
Doing 'Big' things together: The Wave; The Way (pilgrimage); Chennai etc.
Doing 'Little' things together: games night; football etc.
Sense of family with diversity of talents.
The church building is a great asset but do we use it effectively?
A core of the congregation do lots of things but they can 'burn-out'.



East

New Dawn

Reach more people in the Parish (especially 20s/30s from estates).
Sacrifice our social comfort in church.
Children and Youth are the future.
Ministry & Service needs of next gen.
Planting & New Activities
Outreach projects and courses.
More 'joined up' working with other churches / denominations (not just clergy and The Wave).
Take the church to people if appropriate - bridge friendship groups outside church.
Develop more dialogue in the community.
People exploring ordination.
New building.



West

Setting Sun

The elderly are often silently in need.
Doing 'too much' in 1045 service?
Service times and content not capturing all needs.
Prayer - more and underpinning - the prayers of God's people are like incense in a gold goblet - we need to overflow with prayer.
Deeper ecumenism - don't be partisan.
Challenge the old Surrey mindset!
What needs to change or end for 50 new people to join us?
People need to pass on their roles to successors as their service naturally comes to an end.

Proverbs 16:3

Commit your work to the Lord, and your plans will be established.

Targets for 2014-15

Soft Structure & Organisation

We seek to be structured in such a way that we enable growth in spiritual depth and numbers and to transition to a 'Program-Sized' congregation. By creating suitable delegation structure of management tasks, enable the clergy to focus on leadership.

While the Vicar is ultimately responsible, with the Churchwardens, for all leadership and management of the Church, it is acknowledged that as it grows it is not practical for the Vicar to be solely responsible for pastoring every member of the Congregation. The Vicar's role needs to become more focused on: praying, developing and communicating a vision out of that prayer; and enabling and equipping others for ministry.

Review, agree and renew, if needed, the Vicar's role descriptions.

Owner LT & PCC	Due Dec 2014	Review at APCM 2015
--------------------------	------------------------	-------------------------------

Review the leadership and management structure to enable transition to a program-size.

Owner Vicar & LT	Due Jun 2014	Review at APCM 2015
----------------------------	------------------------	-------------------------------

Two people training towards ordination from St Stephen's.

Owner Vicar	Due Sep 2015	Review at APCM 2016
-----------------------	------------------------	-------------------------------

Find a permanent ministry colleague.

Owner Vicar, PCC, LT	Due Dec 2015	Review at APCM 2016
--------------------------------	------------------------	-------------------------------

Run 'Growing Leaders Course' for under 40s.

Owner Debs Wignall, Paul & Eileen Grant	Due Sep 2014	Review at APCM 2015
---	------------------------	-------------------------------

Mission Action Plan

Hard Structure – Buildings and Estate

Commitment to develop buildings. We need a good working environment for all and space to grow.

Plans, Faculty & Permissions done. Financial strategy in place.

Owner LT, PCC / Standing Committee	Due Dec 2014	Review at APCM 2015
---	------------------------	-------------------------------

Improved provision of meeting and office space, circulation space, storage and facilities.

Owner LT & PCC	Due Dec 2015	Review at APCM 2016
--------------------------	------------------------	-------------------------------

Targets for 2014-15

Preaching, Feeding & Teaching

Preaching relevant to 21st Century Christians and those exploring faith. Services that provide a home for the different demographics of our community. Allow experimentation and variations in worship to attract others.

Maintain successful 9:00 service and help it to grow.

Owner Vicar & LT	Due Apr 2014	Review at APCM 2015
----------------------------	------------------------	-------------------------------

Explore and pilot a new service and adjust the 10:45 with associated consultation and feedback. May include: less time-constrained than Sunday morning services; allowing the 10:45 service to grow; teaching & feeding for those busy at 10:45 (e.g. children work), or aimed at 20-30 age group.

Owner Vicar & LT	Due Apr 2014	Review at APCM 2015
----------------------------	------------------------	-------------------------------

Promote attendance at external events (New Wine, GLS).

Owner Vicar & LT	Due Apr 2014	Review at APCM 2015
----------------------------	------------------------	-------------------------------

Mission Action Plan

Pastoral Care

Ensure that relationships are carefully nurtured so that people become absorbed into our church family.

A Pastoral Team with a leader and volunteers and at least two trained Pastoral Assistants.

Owner	Due	Review at
Vicar & LT	Dec 2014	APCM 2015

At least one new Pastoral Assistant trained per year.

Owner	Due	Review at
Vicar & LT	Dec 2014	APCM 2015

Targets for 2014-15

Children & Youth

Maintain and reinforce a full range of youth and children's activities with high quality materials and teaching.

Maintain ongoing recruitment of Children & Youth volunteers to keep commitment to once-a-month.

Owner	Due	Review at
Child/Yth Dir.	Dec 2014	APCM 2015

Maintain commitment to having at least one Intern (e.g. DNA) per year.

Owner	Due	Review at
Child/Yth Dir.	Dec 2014	APCM 2015

Maintain Ecumenical reach - e.g. regular 'UNITE' activities.

Owner	Due	Review at
Child/Yth Dir.	Dec 2014	APCM 2015

Mission Action Plan

Targets for 2014-15

Home Groups

Maintain and grow a range of life-giving Home Groups at different days and times and for different ages and which provide a place to live and practice our purpose and values.

One new Home Group per year. Appoint Home Group Pastors to oversee Home Groups.

Owner	Due	Review at
Vicar & LT	Dec 2014	APCM 2015

80% of regular attendees in a Home Group.

Owner	Due	Review at
Vicar & LT	Dec 2015	APCM 2016

Welcoming & Newcomers

Maintain and refresh a well-trained welcome team. Termly newcomers' events. Ensure that relationships are carefully nurtured so that people become absorbed into our church family.

Recruit and train second coordinator.

Owner	Due	Review at
New/Welcomer Coordinator	Sep 2014	APCM 2015

Two Welcomer training events per year and three Newcomer events per year.

Owner	Due	Review at
New/Welcomer Coordinator	Sep 2014	APCM 2015

Mission Action Plan

Targets for 2014-15

Intentional Outreach & Partnership

Building two-way bridges between the community and church. (e.g. Planting copies of established activities, such as Noah's Ark, in Woolmer Hill.) Family & child events e.g. Holiday Club, Kids Praise, Time out and Craft events. Building genuine two-way partnerships with our mission partners so that we can learn and receive from other parts of Christ's body, particularly in the Global South.

Review our current Mission Partnerships so that they can become genuine partnerships and not just the giving of charity. Actively encourage mission trips and learning from the church in the Global South. Draw up terms of reference by which we select Mission Partners.

Owner	Due	Review at
Child/Yth Dir.	Jul 2014	APCM 2015

Maintain and extend commitment to the ecumenical 'Wave' throughout the year.

Owner	Due	Review at
Vicar & LT	Sep 2015	APCM 2016

Explore possibilities for outreach in the Woolmer Hill Estate and Shottermill Club and get every Parish street adopted by Summer 2015.

Owner	Due	Review at
Vicar & LT	Jul 2015	APCM 2016

Establish regular routine Messy Church events at St Stephen's or in non-church settings.

Owner	Due	Review at
Child/Yth Dir.	Jul 2014	APCM 2015

Mission Action Plan

Regular Evangelism Courses

Maintain and developing a ladder of opportunity for people to come into contact with the St Stephen's family - providing opportunities for Presence, Proclamation and Persuasion evangelism.

Establish a regular, persistent timetable of events including Start!, Moving On & Alpha courses so that enquirers can always be catered for, building on Start! Course in Feb 2014.

Owner	Due	Review at
Vicar & LT	Sep 2014	APCM 2015

Targets for 2014-15

Social Events

A range of social events to bring the different congregations and parts of the St Stephen's family together.

Plan a Parish Weekend (At Home, or away) for Autumn 2015.

Owner	Due	Review at
Vicar, PCC & SSSH Group	Dec 2014	APCM 2015

Communications

Energise and broaden relevant communications, using a variety of media: online (website, social media, email and txt mailings), revitalise the recording and availability of sermons (YouTube), local media, newspapers, signage.

Communications team appointed and launched. Coordinated multimedia presence.

Owner	Due	Review at
LT, PCC & Comms Dir.	Dec 2014	APCM 2015

Finance

Management of parish finances which is honouring to God and the congregation in the collection and use of resources including being good stewards, honesty, transparency (open to scrutiny), credibility (trustworthy), flexibility (able to adapt to changing circumstances), and progressive (planning ahead).

Day to day bookkeeping dealt with accurately, timely, knowledgeably. May include recruitment of paid part time assistance.

Owner	Due	Review at
Vicar, LT, PCC	Jun 2014	APCM 2015

Continual promotion in acceptable ways of stewardship giving to meet St Stephen's running costs under its Mission Action Plan and agreed SMART targets. May include appointment of voluntary 'Stewardship Coordinator'.

Owner	Due	Review at
Vicar, LT, PCC	Jun 2014	APCM 2015

Ability to think strategically and to present finances in an understandable way to Vicar, LT,

PCC, APCM as and when required. May include appointment of voluntary Business/Finance Manager.

Owner	Due	Review at
Vicar, LT, PCC	Jun 2014	APCM 2015

Thanks For Partnering In The Gospel

St Stephen's, Shottermill

Church Road
Haslemere
Surrey GU27 1NS

01428 642609

office@shottermillparish.org.uk
www.shottermillparish.org.uk