

# Parish of Hythe

MAP  
2019-2022

## Introduction

Welcome to this, our Mission Action Plan for St. John's and St. Anne's, which lays out priorities for our life as a Church over the coming three years, 2019-2022 as best we can currently discern them.

I am sincerely and deeply grateful to those who have joined me in prayer over the past year, seeking God's guidance for the way forward and to all those who have contributed by completing questionnaires and participating in the parish vision day discussions. Thank you also for your patience as we have been considering and prioritising all the ideas put forward.

For me this has been an exciting time of recognizing the many good things we have to celebrate and build upon and giving thanks for the faithful ministry of the members of our church family. Our vision day brought forth a vast range of fresh possibilities that have been prayerfully considered by all those who share in the leadership of the Parish.

A description of the steps leading to this Mission Action Plan MAP for 2019-2022 can be found on Page 12 in the appendices of this document (together with a list of key working documents, available from the vicar should they be of interest).

The order of the sections in this document is significant. It begins with the section "St. John's & St. Anne's MAP co-ordinates", this is, a reminder of the purpose of our churches in the parish of Hythe. We must always start here, with God's calling to us as his people, rather than with potential alternative starting points in Church life like the current status quo, or personal preferences, or particular bright ideas.

The purpose of St. John's and St. Anne's yields four areas of ministry: As you will see, the next section "Drawing up the MAP" records all the existing ministries in our parish, showing how they serve our purpose. It is vital that we recognize and honour all that is happening at St. John's and St. Anne's, before considering how fresh initiatives will build upon it in the future.

Section 3 "Preparing to follow the MAP" uses a diagram to demonstrate leadership structures in our Parish. These provide for a Parish Leadership Team within the PCC, who chair a series of MAP Teams, that in turn coordinate all existing ministries and our annual MAP objectives.

Having laid this groundwork, Section 4 then follows with the main summary chart of "The Parish MAP Directions for 2019-2022. This identifies the key focus for our growth in each of the next 3 years:

April 2019 – April 2020 – Growth in Faith and discipleship

April 2020 – April 2021 – Serving our community for the common good

April 2021 – April 2022 – Looking forward

A detailed description of the objectives, outcomes & measurable outputs is contained in the Commentary and Notes section 5 on pages 8-11.

It is of course God himself who gives growth, and we are foolish in the extreme if we try to prescribe what He will do! Our task is to prayerfully discern His will and follow it, and that is what the chart seeks to achieve – with practical objectives duly allocated to the 8 MAP Teams for action.

As with any journey, it is highly possible and indeed likely that we will need to adjust the route that we take, as we discern God’s leading more clearly over the coming 3 years. The PCC will monitor our progress, report on objectives to the April APCM each year, and prepare to give more detailed shape to what is planned for subsequent years, in the light of growth in years 1 and 2.

As a member of the church family at St. John’s and St. Anne’s, there will be a further opportunity, to respond to the MAP and to review our Stewardship both individually and corporately of the giving of our time, talents and treasure, in order that we will be enabled to put the MAP into practice.

In the meantime, please read through this document carefully, and join me in prayer that St. John’s & St. Anne’s will more truly be a Parish that ..... “knows, loves and follows Christ and makes His love known in our community”.

*With great thanks and Christian love*

*Jo*

## **I. St. John's and St. Anne's MAP co-ordinates**

This is where our MAP begins, with our understanding of the Mission in which God calls us to join.

The Purpose of St. John's and St. Anne's in Hythe.

The purpose of our church in Hythe is to serve the work of God's Kingdom in our Parish and beyond, in partnership with our fellow Churches, (eg particularly as part of the Deanery, the Diocese and Waterside Churches Together) and with all people of goodwill – by enabling the following areas of ministry to flourish in the name of Jesus Christ:

1. Discipleship
  - i) Growing in our own faith and ministry
  - ii) Outreach
  
2. Re-imagining church - intentionally engaging with our local community, particularly with the missing generations i.e. under 45's. To serve our current church family whilst at the same time ensuring that all ministry and worship is accessible and relevant.
  
3. Agents of Social Transformation (serving our community, local, national and global). Seeking to be relevant and build relationships with The Butts Ash community.
  
4. Belonging together in Christ
  - i) Fellowship and pastoral care.
  - ii) Administration
  - iii) Finance
  - iv) Buildings and maintenance

## II. Drawing up the MAP – Review of where we are.

The list of existing ministries at St. John’s and St. Anne’s seeks to provide a starting point for our journey forwards, by recording all that is currently happening to pursue our Purpose as God’s Church.

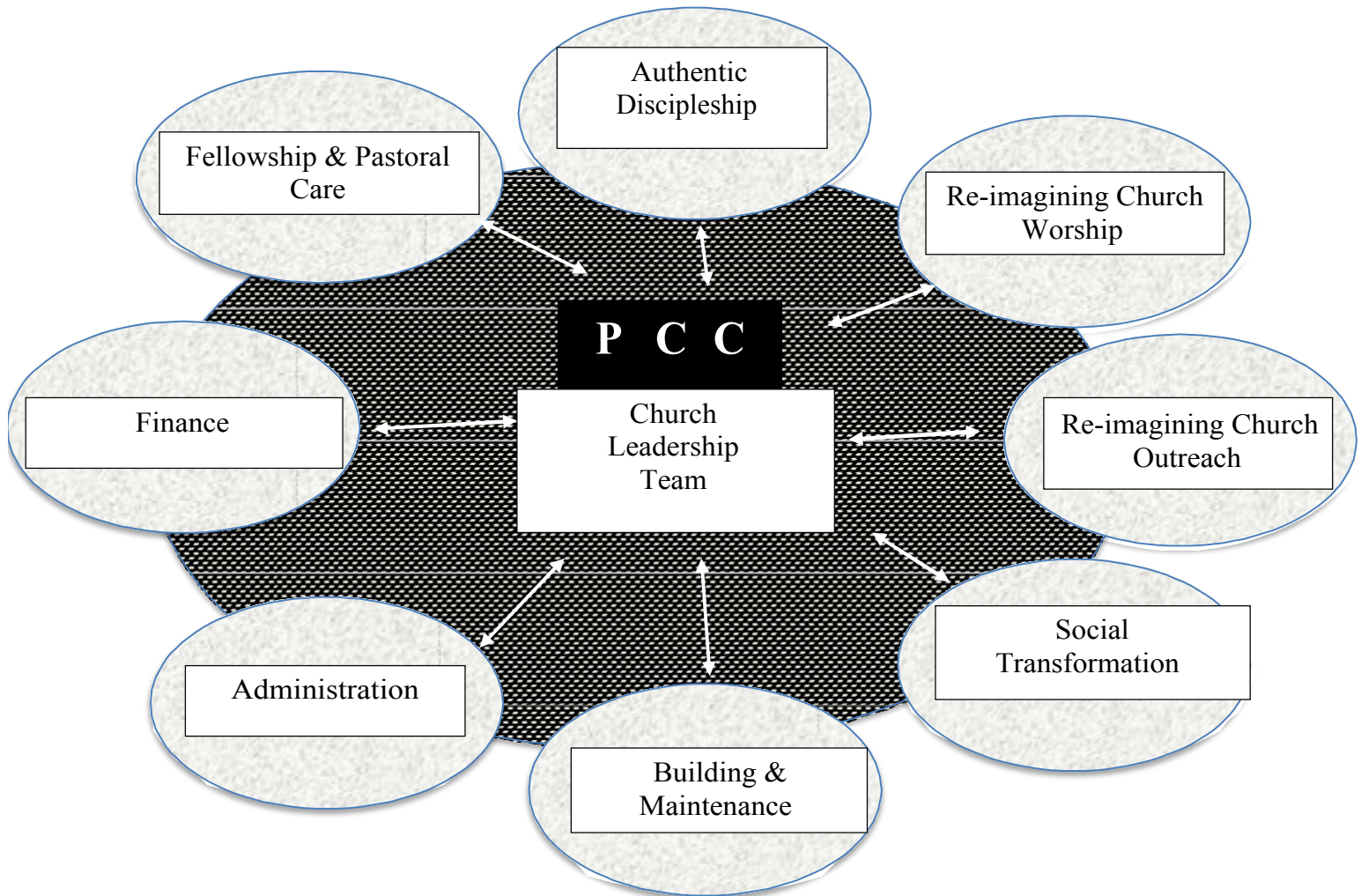
The danger of drawing up such a list is of course that some important element may unintentionally have been left out – in which case please tell a member of the PCC, who sincerely beg forgiveness!

1. Discipleship	Julian Group Prayer groups Home Groups	Families and children Ministry Including: Ignition, Little Footprints, Baby massage, Messy Church, parenting, and the marriage courses.	Lent & Advent courses Pilgrim courses	Sermons and Sermon Series	Library
2. Reimagining Church Worshipping & Praying	Sunday Services Eucharist & All Age Worship Café church Evensong  Midweek Services (Daily Offices & Eucharist) Messy Church.	Choirs and Music Groups  Lesson Readers	Prayer meetings  Sidespeople/ welcome team	Servers & Sacristy team	Leaders of Intercessions
3. Outreach	Special Services at Christmas and Easter. Patronal Festivals Invitations and cards.  Weddings, Funerals, Baptisms	Pause for thought and Coffee on Tuesday  Alpha & Pilgrim.  Carol Services for schools and non-church societies	Links with Schools, Open the Book, Leavers, Christmas, Easter, Harvest Services Holiday Club  Links with Air Cadets, Cubs and Hythe Parish Council	Spring and Summer Fairs. Quiz nights, concerts and other public events  Christmas Tree Festival	Communicat- ions – articles & advertising in Local Press. Website, noticeboards Invitations to events, via, e- mail, Text messages and flyers.
4. Agents of Social Transformation	Lunch Club	Foodbank Homeless	Mission giving and support to local, national and	Children’s Society	Christian Aid

			international charities. Rwanda		
5. Belonging Together in Christ					
i) Fellowship and pastoral care.	Parish Visitors Parish Prayer List	Home Communion	Bereavement Ministry	Coffee after church. Coffee during the week. Men's group. Craft & Chatter.	Catering Teams.
ii) Administration	Church & Hall Bookings Electoral Roll Officer	Service Sheets	Collection counters and Banking team	Stewardship (Time and Talents) & Gift Aid team	Admin by Vicar, Office team, Church Wardens, Book-keeper
iii) Finance	Financial reporting, planning and monitoring.			Stewardship finance.	Finance team reports to vicar & PCC
iv) Buildings and maintenance	St. John's & St. Anne's Church & Hall maintenance team	Cover of Hall reception Flower Arrangers	Churchyard maintenance team		

### III. Following the MAP

- a sketch, showing the relationship between PCC, Church Leadership Team & the 8 MAP Teams.



**iv. St. John's & St. Anne's MAP Directions for 2019-2022**

	April 2019 – April 2020 Growing up & Together	April 2020 – April 2021 Serving “4 the Common Good”	April 2021 – April 2022 Looking Forward
Re-imagining Church Worshipping & Praying	Review & develop Welcome – including explanatory leaflet for visitors/new worshippers. Introduce Toddlerpraise and play group. Review worship at St. Anne's and make recommendations. Introduce Taize Service. Review accessibility of worship to be fully inclusive ensuring we cater for those with additional needs.	Work with Outreach Team and Social Transformation on how to evangelise Butts Ash/Netley View and build up a variety of worshipping presences there.	Review all worship and make recommendations, ensuring that worship is diverse and accessible.
Re-imagining Church Outreach	Review & Develop a programme of concerts (including modern music) and events for community, both at St. John's & St. Anne's. Introduce Holidays at Home for elderly. Review communications and make recommendations: FB, Text, Website, advertising in local press. Identify where the missing generations are and develop recommendations on how to reach them.	Having drawn up plan to reach missing generations start to implement program. Work with Worship & Praying and Social Transformation Team on how to evangelise Butts Ash/Netley View and build up a worshipping presence there.	Community Survey ready for Vision Day.
Authentic Discipleship	Encourage more active participation in the ministry and mission of the parish by ALL. Encourage more House Groups/study groups to be led by group members. Training in effective study group leadership. Alpha/Pilgrim. Rule of Life. Review Prayer groups and make	Investigate and make recommendation on running daytime Alpha course. Work with Worship & Praying and Social Transformation Team on how to evangelise Butts Ash/Netley View and build up a worshipping presence there.	Review discipleship courses and development programs and make recommendations.



Authentic Discipleship cont.	recommendations. Quiet day/retreat. Prayers for all readers, intercessors, servers, choir, before services.		
Social Transformation	To review needs of the community in light of recommendations of 4 the common Good Seminar i.e. provision of meals for families who qualify for free school meals. Debt advice. Engage with and support local Homeless projects. Devise & Introduce system for Emergency Disaster collections.	Research & recommend – on becoming a Fairtrade Church. Continue to recommend/develop programs to meet community needs. Review use of Jordan Room by community and make recommendations.	Assess effectiveness of community support programs and make recommendations.
Belonging Together in Christ Fellowship & Pastoral Care	Look at introducing a new Bereavement group. Review Parish Visitors and recruit/train new members. Develop Healing Ministry team. Build a team of Baptism family links. Planning church family event.	Ministry of Healing. Church family event – day or weekend. Pastoral Clusters to provide mutual support.	Look at introducing lifts to church, hospital etc. if needed.
Belonging Together in Christ Administration	New Electoral Role. Review communications and make recommendations. Encourage stewardship of Talents for volunteers especially in areas where we are short. Recommend a system for writing to regular givers with PGS and Standing Order to thank them once a year. To review input of Liturgy onto laptop – to be used in regular worship. Develop programme for Stewardship campaign.	Look at administration systems and support and make recommendations on efficiency improvements if any. Roll out Stewardship campaign together with the Finance Team.	Collate information from Community and Church family surveys for Vision day.
Belonging Together in Christ Finance	Recommend new financial auditors. Consolidate Financial reporting and budgeting.	Support and assist the Admin Team with the roll out Stewardship campaign. Continue to review Finance systems	Implement any new systems as required.

		and make recommendations as required.	
Belonging Together in Christ Building & Maintenance	Eco Church recommendations and implementation. Develop plan for BOA in the churchyard and policy for the future. Ensure regular Maintenance/service checks etc are carried out. Make recommendations on how we can have the church open in daylight hours.	Organise new QI-Draw up programme to carry out our recommended works. Ensure regular Maintenance/service checks etc are carried out.	Continue with QI program of works. Review and update maintenance plans.

## V. St. John's & St. Anne's MAP: Commentary & Notes

Our MAP will be reviewed annually at our APCM.

April 2019 – April 2020

Focus on: Growth in faith and discipleship.

April 2020 – April 2021

Focus on: Serving our Community for the Common Good.

April 2021 – April 2022

Focus on: Looking Forward

### Strategic Priority One

#### Authentic Discipleship

Objective: We wish to continue to increase awareness of the opportunities to both build on our growth as disciples and to attract new disciples in the Parish of Hythe. Seeking to ensure that our church family reflects the demographic of the community we serve. To increase participation in discipleship events.

Outcomes: How will we know if we have achieved it?

There will be more church members actively engaged in the community and will be able to talk confidently about their faith.

There will be more church members participating in and contributing to the mission and other church activities and providing support for the establishing a worshipping presence of our sister church at St Anne's.

There will be a growth in the church through new disciples of 10% per year.

Measurable Outputs: What we will see as a result.

We will have new church members involved in Mission Action Teams (at least 8 per team) working together to achieve objectives of MAP. (Please note that for Finance and Administration Teams this should be a total of 8 in both teams.)

- We will have a program of courses that develops discipleship. Alpha /Pilgrim Courses with at least one being run each year, running a daytime Alpha course.
- An increased awareness of Study groups, prayer groups and to establish a number of House groups so that we have an additional 3 house groups in the parish each with a minimum of 8 members. At least one of these should be for the younger adults (under 45's).
- Growth in St Anne's congregation through coffee church or alternatives.
- Continue creating a meaningful library of theological books in the church and use of it will be evident from books loaned.
- Introduce a time of prayer before services for all readers, intercessors, servers, and choir.

- A monthly parish prayer time which will pray for events happening in the parish and develop the prayer life of church members. (Prayer Gym)
- To have encouraged more people to participate in regular organised quiet days and retreats, both in house and further afield.

## Strategic Priority Two

### Re-imagining Church

Objective: Our aim is to continue to re-imagine our worship and our outreach activities in a way that appeals to a broader section of our local community and also serves the current members. To advise on and make recommendations on the use of the screens and laptop in Services in order to assist those with visual and hearing impairments.

#### (i) Worshipping and Praying

Outcomes: The age profile of those participating in church worship and activities will be more reflective of the age profile of our local community. 51% of community are aged under 45 years, whilst we have improved from 4.5% in 2015 to 20% in 2018, there is still room to improve this further so that the church family matches the demographic of the community. Additionally, we will have connected with young adults in our community (25 – 35 years of age)

#### (ii) Outreach

Outcomes: Our outreach activities will continue to attract children and young families. To build links with young couples – promote use of the Church for Weddings.

The church buildings and grounds will be more fully utilized by the Hythe Community, to develop the use of St. Anne's in its outreach to the residents it serves.

#### Measurable Outputs:

- By April 2021 we will have a revised and diverse pattern of worship services in the parish.
- By April 2020 to train new members of the welcome team and update our current team members on any changes in practice.
- To ensure new comers, visitors are looked after during and after the service.
- Continue to encourage vocations to the Sacristy and Serving Team.
- Continue to recruit new members to the choir, including children and young people.
- To develop ministry teams to oversee different aspects of Children's and families work. Including Sunday Club, Messy Church, Holiday Club, open the Book.
- Strengthen links with Hythe and Waterside primary Schools, regular involvement in School Assemblies and consider introducing Messy Church into one of the schools.
- To review Baptism policy and preparation, in order that families have more contact with the church family by September 2019.

- To appoint a communications team by April 2020 and task them with increasing publicity of church events.
- By April 2021 introduced a toddler's praise and play group.
- To host concerts, arts and flower festivals and other public events, at least twice a year.
- To liaise with local agencies regarding holding a Wedding Fayre to see an increase in Weddings to 3 a year.

### Strategic Priority Three Social Transformation.

Objective: We will be aiming to increase our engagement with the local community in Hythe, with the deanery and diocese. To continue to raise the profile of mission organisations which we support and to ensure that we have a local, national and international focus for our planned giving.

Outcomes: How will we know if we have achieved it?

- We will have looked at and assessed where we have been able to implement the recommendations from '4 the common good' seminar; with particular emphasis on the provision of meals, and debt advice.
- We will have engaged with and supported the local homeless projects.
- We will have devised and introduced a system for emergency disaster collections.
- We will have looked into, and recommended, or otherwise, on becoming a Fairtrade Church.
- We will continue to develop programs to meet community needs and review the use of the Jordan Room by the community and make appropriate recommendations.
- After looking at the community support programs we will have assessed the effectiveness and made appropriate recommendations.

Measurable Outputs: What we will see as a result.

- We will see the provision of meals, in the school holidays, for families who qualify for free school meals.
- There will be a debt advice service opened at St Anne's
- We will be fully engaged with the local homeless project.
- There will be a system in place for emergency disaster collections.
- We will have recommended, or otherwise, on becoming a Fairtrade church and will have a policy of the use of Fairtrade products.
- There will be programs in place to meet community needs which will have arisen during this 3 year program.
- The Jordan room will be used by the community and people will see it as a benefit for the village.
- The community support programs will have been assessed and recommendations made where necessary.

### Strategic Objective Four.

Belonging Together in Christ.

- (i) Fellowship & Pastoral Care.

Objective: We will continue to increase our generosity and practice good stewardship, fellowship and pastoral care so that the work and activities of the Parish are fully supported.

Outcomes: How will we know if we have achieved it?

We will have assessed and put into practice the findings with regard to a new bereavement group. There will have been a review of Parish visitors, new members will be recruited and trained. A Healing Ministry team will be established. We will also seek to establish a team for Baptism family links. We will plan a church family event. There will be pastoral clusters to provide mutual support and we will have introduced a system for lifts to church, hospital or visiting loved ones in homes if needed.

Measurable Outputs: What we will see as a result.

- There will be a new bereavement group
- New parish visitors will be recruited and trained.
- A healing ministry team will be in place and working on a regular basis.
- There will be a team of baptism and family links making regular contact with people outside the church.
- We will have had at least one church family event.
- Pastoral clusters will have been put in place to provide mutual support.
- People who require lifts to church, hospitals or visits to loved ones in homes will be available.

#### (ii) Administration

Objective: We will have in place administration systems that support and enhance the mission of the church in the parish. We will continue to review administration systems to ensure they are operating efficiently and make recommendations in order that the mission of the parish is well supported.

Outcomes: We will have enabled generosity in the parish by relying to a greater extent on planned giving that is, wherever possible gift-aided. As well as by fund raising events.

We will have effective communications systems so that events are well publicised internally and in the community.

Measurable outputs:

- Planned giving is increased each year by the rate of inflation or more.
- Increase in the number of Church members on PGS.
- System to write to regular 'givers' each year thanking them. And in liaison with finance team inform them of expenditure.
- Regular publicity in local press.

#### (iii) Finance.

Objective: We will have in place financial reporting systems that support the mission and ministry of the parish and other MAP groups. To monitor financial health of the parish and advise the vicar, leadership team and PCC on any potential issues. At the same time we will administer our finances and utilize our assets to resource our local and overseas missions.

Outcome:

- Our income and fundraising will be constantly reviewed, and recommendations made to the PCC and relevant MAP teams on the most effective way to enhance its financial management through:
  - i) The use of grants to fund projects.
  - ii) The benefit of Giftaid
  - iii) The promotion of the PGS so that regular, planned giving is covering planned expenditure.

Measurable outputs:

- Financial Reporting will be current for meetings of Standing committee and PCC.
- Increase in the number of Church members on PGS.
- Produce information each year to go out with letters of thanks to regular 'givers' and to be used in stewardship campaigns.
- Giving and fundraising in the parish increases at least in line with inflation.

(iv) Buildings & Maintenance.

Objective: We will review and make recommendations on our assets in conjunction with other teams to draw up proposals that will enable the Church to be open in daylight hours. To make further progress on improving our Eco rating. To ensuring that our buildings are well maintained and that they enhance the mission of God.

Outcome: We will have regular maintenance plans in place.

We will have recommended to PCC and appointed managing architect and arrange for Quinquennial Inspection. We will then recommend to the PCC a schedule of works to meet the Architects recommendations.

Measurable outputs:

By April 2020.

- To have reviewed 2015 QI and reported to PCC on any outstanding work required.
- To have recommended and appointed a Managing Architect and have a date for next QI.
- To review, report on and make recommendations on our Green audit.

By April 2021.

- Churchyard and maintenance team – plan for maintenance needs outlined in 2020 Quinquennial.

By April 2022

- Review and report on progress of maintenance work and recommend action needed to meet QI requirements.
- Improve Re-cycling, use of rechargeable batteries, low energy light bulbs etc.

## **VI. Appendices**

The Mapping Process so far

The steps that have led to this Mission Action Plan have been as follows:

1. Agreed Questionnaire's for Congregation and Community Surveys with PCC.
2. Questionnaire's distributed to Congregation and Community 12<sup>th</sup> March 2018 - returned by 29<sup>th</sup> April.
3. Analysis of Questionnaire's during May and June 2018.
4. Vision Day 22<sup>nd</sup> July 2018. 72 members of church family attended a presentation of survey results, demographic data and review of where we are. 6 discussion groups formed with 55 members of the church contributing – each with a facilitator. There was a further group of Children facilitated by The Children's and young Families Ministry Coordinator. Focus areas for discussion groups, based on 4 P's – suggestions put forward as to how to pursue our Purpose in the light of our research findings. In particular we considered the things we should keep the same, the things we should change or stop doing and the things to start in the future.
5. First draft of MAP agreed by PCC at meeting in January 2019 and church members invited to serve on MAP Teams.
6. MAP to be issued at APCM to MAP Teams and submitted to Deanery/Diocese.

Working documents Available

Should they be of interest, copies of key working documents used in the production of our MAP are available from the vicar:

1. The Pastoral Letter introducing our MAP Process
2. The Congregational Questionnaire and Questionnaire Results
3. The Community Survey and Survey Results
4. The Programme & Worksheets for our Vision Day
5. The Vision Day Recommendations



