

Our Mission Action Plan

Parish: St Mary's, High Crompton

Deanery: Oldham East

Period covered by this plan: 2018-2021

Please feel free to expand the boxes if you need more space.

Our Vision/Values

Our vision is to be a church which helps individuals to **grow** into who they truly are in Christ through our welcoming community; to walk alongside them and **nurture** their spiritual journey in a deepening relationship with God; and to encourage and enable them to share God's love in **servicing** others, as a Christian presence in High Crompton.

Stage 1 - Review

Where we are starting from - a realistic summary of our context and our present situation.

Our church sits within the modern Catholic tradition within the Church of England, set in this moderately affluent and tight-knit suburban parish. Our congregation, broadly reflecting the parish, has a very diverse age profile, but is much less diverse in ethnic and social background. We have a very strong relationship with our (voluntary aided) parish primary school, and also engage with (principally primary school aged) children through a large Sunday School. We have a very strong tradition of fundraising for local charities, and a strong sense of community fostered by a range of social events for all ages. As a principal community centre in the heart of an area which, despite everything, still maintains something of a "village" feel, we are very well-placed to be a positive gift for this community in this place.

Where we are going - a description of where we would like to be in five years' time

Building on our many strengths highlighted above, our consultation within the parish also identified areas where we could develop. In five years' time we would like a greater proportion of our regular congregation to take up opportunities to deepen and explore their faith; for all newcomers to be made to feel more welcome and for no-one (newcomers or otherwise) to feel that St Mary's is "not for people like me", with a particular focus on young families, the unchurched, the less affluent, secondary-school aged children and the elderly.

Stage 2 - Prioritise

How we will get there - a description of the priority actions if we are to 'get there'.

A: Keeping the conversation going

What process, timescales etc. will we use to review Mission Action Plan as a church community, and how do we keep alive that sense of discussion and wider ownership of our church and our priorities?

B: Christian education

Reviewing how we can best either provide or facilitate Christian learning (e.g. prayer and spirituality, Biblical knowledge and understanding, the traditions and teachings of the Church) for the people of St Mary's, recognising that people have very busy lives and that attendance at such events are often very low.

C: Communication and information

Reviewing how we communicate important information to regulars and outsiders, with a focus on both the methods which we use (verbal, printed, online, etc) and what we are actually communicating, including thinking about the levels of detail needed (not taking tacit knowledge for granted).

D: Intentional welcoming

Finding ways as a community (i.e. not overly onerous on individual 'regulars') to ensure that newcomers are not 'falling through the cracks' and left feeling as outsiders.

E: Inclusion

How do we make sure (as far as we can) that St Mary's is not viewed by anyone as a place which is "not for people like me", regardless of income levels, social class, age, temperament, faith background/understanding, family status, gender, sexuality, ethnicity, physical ability or mental health.

F: Music in worship

Reviewing our balance of different styles of music in worship, recognising the diversity of the congregation. Encouraging the existing musical gifts of members of the congregation and considering how they might best be used in worship, whether on Sunday mornings or other settings.

G: Young people

Finding ways to support and encourage the participation of secondary-school aged children and young people in church life, in ways which are relevant and helpful to them – recognising the crucial importance of the transition stage in this (from e.g. Year 5 to Year 8).

H: The elderly

How can we be a blessing for the many elderly residents of High Crompton parish, particularly those who are not currently part of the St Mary's community and those who are lonely or isolated?

Stage 3 – Current activity plan.

What do we need to do and by when? Precise, time-based and measurable actions that help us achieve our priorities. It is assumed that this page will be updated regularly as the outworking of the plan develops and progresses.

Priority	Task	Who is responsible?	Timescale
A: Keeping the conversation going	1. To assign one PCC member to be a 'link person' for each of the priorities B – H identified above, responsible for updating the PCC on progress; encouraging those responsible for specific tasks; and identifying new tasks or initiatives which are in line with their respective priority.	PCC	By Summer 2018
	2. To adjust the structure of PCC meetings so that the priorities identified in the MAP do indeed have priority in PCC discussions.	PCC (especially chair and secretary)	By Summer 2018
	3. To formally review the MAP before each APCM, amending if necessary.	PCC	Early 2019; early 2020.
	4. To develop our next MAP, consulting again with the widest possible proportion of the church congregation.	Whoever is delegated by the Vicar!	Autumn 2020 – Spring 2021
B: Christian education	1. To undertake some research amongst the congregation as to why so few at St Mary's attend explicitly faith-based events (beyond regular worship).	TBD (liaising with PCC link person)	2018
	2. In agreement with the Vicar, to implement any practical changes which emerge out of the research above.	Vicar, plus others as appropriate (liaising with PCC link person)	2019-2020
	3. To identify new tasks or initiatives which are in line with our priority of Christian education, as outlined above.	Everyone, but given a lead by PCC link person.	Ongoing
C: Communication and information	1. To have photos and contact details (subject to permission being granted) of key contacts within the church, published at the back of church and on the church website.	TBD (liaising with PCC link person)	By Summer 2018

	2. To appoint someone who will take on responsibility for updating the website on a regular basis, and train them if required	PCC (to appoint); Fr Daniel, liaising with PCC link person	Late 2018 – early 2019
	3. To better integrate our website with social media	New website maintainer, liaising with PCC link person	2019
	4. To appoint someone who will maintain a centralised church calendar, in an electronic form which can be accessed remotely by various church groups.	PCC (to appoint), liaising with PCC link person	2018
	5. To develop, over time, a volunteering resource section of the website, providing an at-a-glance overview of opportunities for getting more involved in church, with an idea of the level of commitment involved.	Website editor, and/or someone else appointed by PCC (liaising with PCC link person)	2019
	6. To identify new tasks or initiatives which are in line with our priority of improving communication and information, as outlined above.	Everyone, but given a lead by PCC link person.	Ongoing
D: Intentional welcoming	1. To develop a team of “newcomer welcomers” (on a rota basis) to proactively find and talk to newcomers and make sure they get the welcome booklet	PCC (to appoint a co-ordinator), liaising with PCC link person	2019
	2. To develop a “New to St Mary’s?” section of the website, providing the basic information about St Mary’s (and the CofE) which we take for granted but are often bewildering to unchurched folk (overlapping with C 5 above).	Website editor, and/or someone else appointed by PCC (liaising with PCC link person)	Summer 2018
	3. To ensure that, as the website is further established, future revisions of the welcome leaflet point prominently to website information.	PCC	As appropriate

	4. To identify new tasks or initiatives which are in line with our priority of intentional welcoming, as outlined above.	Everyone, but given a lead by PCC link person.	Ongoing
E: Inclusion	1. To explore over a series of PCC meetings and/or a special 'extra' meeting: (a) whether we might like to commit to the principles of Inclusive Church (their six aspects of inclusion ¹), and (b) more specifically what that would require of us and how we operate.	PCC (especially chair and secretary)	2019-2020
	2. To trial "commentated worship" for some all-age eucharists, particularly in September and/or October when there a large numbers of new families.	Vicar / other clergy (liaising with PCC link person)	Autumn 2018 (and onwards?)
	3. To establish a working group to consider ways that families with small children can more easily participate in worship on Sunday mornings	TBD, but including Vicar / other clergy (liaising with PCC link person)	2018-2019
	4. To explore how Tuesday evening worship may be adapted to better meet the needs of those attending	Vicar / other clergy (liaising with PCC link person and other interested parties)	2018-2019
	5. To identify new tasks or initiatives which are in line with our priority of inclusion, as outlined above.	Everyone, but given a lead by PCC link person.	Ongoing
F: Music in worship	1. To establish a working group (representative of the church in terms of age, and including organists and vicar) to review the range of hymns that we use	PCC to establish (liaising with PCC link person and including Vicar and organists)	2018
	2. To trial the use of musicians within our congregation to accompany worship, either within a Sunday morning eucharist or another setting, and subsequently to	PCC (to appoint a co-ordinator),	2019

¹ Disability; mental health; sexuality; poverty; gender; ethnicity

	consider whether this may be repeated in the future, on either a periodical or occasional basis.	liaising with PCC link person	
	3. To identify new tasks or initiatives which are in line with our priority of music in worship, as outlined above.	Everyone, but given a lead by PCC link person.	Ongoing
G: Young people	1. To meet with all interested existing secondary school age young people (perhaps jointly with St James'?) to discuss what the church can / should be doing for them (social events, faith & life events, leading services etc).	TBD (liaising with PCC link person)	Autumn 2018 (following Finland trip)
	2. To proactively work and collaborate with the new Children and Families Missioner (for Shaw & Crompton and Thornham) to be appointed in 2018.	Vicar, PCC link person	From 2018
	3. To identify new tasks or initiatives which are in line with our priority of young people, as outlined above.	Everyone, but given a lead by PCC link person.	Ongoing
H: The elderly	1. To explore the development of a Place of Welcome, and particularly to find ways which we can make it known amongst those elderly residents of High Crompton who feel isolated or lonely.	Community ALM (in first instance) and others TBD, liaising with PCC link person	2018-19
	2. To identify new tasks or initiatives which are in line with our priority of being a blessing to the elderly, as outlined above.	Everyone, but given a lead by PCC link person.	Ongoing

Our partners – what other people do we need to involve/consult – e.g Mission unit/deanery; local authority; other churches; other organisations?

Several have been identified in the action points above:

- Greater Together Manchester (co-ordinators of the Place of Welcome scheme)
- Inclusive Church (at a national and/or diocesan level)
- the new Children and Families Missioner (for Shaw & Crompton and Thornham)

As several of these points relate to children and young people, we may also seek the support of the Diocesan Children's and Youth Officers.

Parish and Deanery - How our plan connects with and enhances the mission of the deanery as expressed in the current Deanery Plan?

The deanery plan is not yet finalised.

Our mission action plan shows how we will play our part as a local church in the Diocesan vision of

**A worshipping, growing, and transforming Christian presence
at the heart of every community.**

This mission action plan was approved by the PCC on (Date)

Signed : Post/office.....

Date :

Please send your plan, along with any supporting documentation to the MAP team – map@manchester.anglican.org. The MAP team will then review it and send it to your Archdeacon

