



## MISSION ACTION PLAN (MAP)

### The Parish of All Saints

All Saints is an urban parish with a population of approximately 15,000; a mixture of young and old, retired people, commuters to London, local businesses and a significant number of ethnic minorities. Some wealth is evident, but also a significant number are on low incomes. Part of the parish has a large number of Housing Association houses, particularly in the Larchfield area. There are three C of E schools within the Parish with which we have excellent contacts as well as other schools with developing contacts.

The style of worship, in the Grade 1 and 2 listed Church complex, is Anglo-Catholic with a strong emphasis on the celebration of the Eucharist. The style of worship, friendship, community and pastoral care offered by All Saints has led to c50% of the electoral role members being from outside the parish boundary.

All Saints is having an increasing, and positive, impact within the community whilst also facing challenges of an aging congregation, engaging with younger people and families, sustainability and developing vibrant worship that is engaging with all.

Following several working groups the All Saints Vision and Mission Aims have been established and these have been ratified following involvement in Partnership For Missional Church (PMC) and a joint working group of around about 30 people in conjunction with the local Church Schools.

### The Vision of All Saints

The vision of All Saints is:-

## TO ENCOUNTER CHRIST IN WORD AND SACRAMENT

To be drawn into the story of faith to live the story of faith.

This is the story of the early disciples seeing Christ following the crucifixion and then encountering him in the word (BIBLE) and the sacrament (Supper at Emmaus) or Eucharist. They realised that he was alive and that they were to return to Jerusalem to be HIS body in the world. This is partaking to become. All that we do should enable us to encounter our risen lord and try to share HIS life with others. This will be in our Worship, our welcome, our ministry to schools and outside bodies and in all our contacts and connections.

Within the All Saints Community this has been summarised in our Mission Aims Statement, which brings together the actions needed to achieve our Vision.

### The Mission Aims of All Saints:-

The Mission Aims of All Saints are:-

**TO BE A WELCOMING CHURCH FAMILY, ENCOURAGING AND SUPPORTING PEOPLE OF ALL AGES ON THEIR JOURNEY TO FAITH AND RELATIONSHIP WITH JESUS; THROUGH VIBRANT EUCHARISTIC WORSHIP, SUPPORTIVE SMALL GROUPS AND STRONG COMMUNITY AND SCHOOLS OUTREACH TO BUILD A JOYFUL AND SUSTAINABLE FUTURE, ENABLING OUR COMMUNITY TO LIVE AND SHARE IN THE LOVE OF GOD.**

The community of All Saints is very active and engaged in Mission, the Appendix showing some examples of what is happening. A recent list of volunteers numbered 96, one of the challenges will be to develop this enthusiasm and develop leaders to take the Parish forward to joyfully meet its Vision as a community.

The Vision and Mission of All Saints underpins and builds upon the Diocese Vision and Mission to help us to develop as a **Contemplative, Compassionate and Courageous** Church.

## **Key Areas for Action**

Following the working groups and impetus from Partnership for Missional Church it is planned to focus upon developing three key areas, seen in our Mission Aims Statement, along with work to ensure sustainability.

**These key areas of focus are:-**

- **Welcome**
- **Vibrant Worship**
- **Schools**

Underpinned by

- **Sustainability**

Whilst focussing upon these areas as we move ahead it is important not to lose the impetus of the great and dedicated work being undertaken through the community of All Saints', examples of which can be seen in the appendix., which are continuing activities, helping our to drive towards our Vision.

In development of these plans it is intended to form focussed working groups responsible for each area who will review, define and propose the actions required along with the success criteria and how, where possible, these can be measured. The group leaders will either be PCC members, or will attend PCC meeting, to regularly update the PCC upon the progress of the Mission Action Plan.

The plans will also be dependent upon good two way communication – both listening to, and informing our congregation and local community.

Whilst these plans are a living working document which will continually be developed, the following are some of the potential actions and success criteria of the Key Action Areas:-

### **Welcome**

Success being seen by being welcoming through all that we do, what we offer and how we are perceived by our existing congregation, new people, young families, schools and community bodies.

**Some actions include:-**

- Run a Welcome Course – encouraging as many as possible to engage.
- Develop actions to establish expectations
- Develop a welcome team alongside the sides team
- Build upon the PMC MIT team welcoming activities with families and young people
- Look at pre and post service welcome
- Review Hospitality Offered in Church/Meetings
- Review Hospitably events
- Produce new welcome booklets
- Review signage and notices

## **Vibrant Worship**

Success being seen with more people, of all ages, being engaged with worship and becoming part of the Church community.

### **Some actions include:-**

- New Service Booklets
- Review of Music
- Music Course
- Involve Young Musicians and Modern Music
- Inter-active Sermons
- Review timing and content of services

## **Schools**

Success being seen by greater two-way involvement with schools; Congregation members being involved in welcoming and assistance in schools services/activities along with assistance from the schools in services, choirs, band and other activities.

### **Some actions include:-**

- Listening to, and responding to, Schools needs
- Congregation members involved in welcoming and hospitality
- Develop more schools services in Church
- Using Church as an Educational Resource
- Identifying where partnerships can be developed
- Encourage School members to join Choirs, Bands etc
- Improve communication of Schools Service to congregation.

Overall success of the actions will be seen by bringing more people to faith and worship which will be identified through the Electoral Role, Time being given by Volunteers and Financial Support for the Church.

## **Sustainability**

To support the Mission of the Parish it is essential that a firm and sustainable foundation is developed and maintained. This is becoming increasingly challenging with the increasing regulatory burden, an aging congregation, Grade 1 and 2 listed building to maintain along with supporting day to day activity and ensuring volunteer time and financial sustainability.

All Saints is blessed with 96 people who volunteer and give their time to the Church in one way or another – without which we could not operate. The results of some of this can be seen in the appendix.

Some actions for development include:-

### **Financial**

- Running the TRIO Stewardship Scheme
- Introduction of the PGS (Parish Giving Scheme)
- Regular Communication of needs to the Congregation
- Specific Fund Raising Activities.
- Communication of benefits of Legacies

## **Administrative**

- Plan to share Ministry Admin
- Plan to develop PCC admin
- Plan to cover existing and new regulatory requirements (eg Safeguarding, GDPR, Health & Safety etc)

## **Buildings**

Maintenance of a Grade 1 and Grade 11 listed building complex brings many challenges – these are being continually met through the actions of the Church Wardens, the Resources Team and volunteers – there are many on-going challenges, not least the coming need for action in respect of the floor which is breaking up in places. Depending upon actions required this could require fund raising of circa £300-£500k and alternative place of worship probably being required which would, unfortunately, become the key congregational focus building work, fund raising and worship. This is under review and investigation with firm plans being expected during 2018 which may include some temporary works to enable continued use of All Saints Church for Worship.

### **The above is underpinned by All Saints Volunteers where actions include:-**

- Develop leaders
- Communicate needs and gaps
- Build upon volunteering ethos to develop new offerings
- Regular volunteer team meetings/get-togethers

Running through the plan is improved communication to ensure the congregation and the wider community are aware of All Saints, it's activities and opportunities to both join and be involved in a welcoming manner.

## **Year of Mission**

All Saints is also, in 2018, taking part in "A Year of Mission" in partnership with St Luke's and Cox Green.

This includes:-

- a. The successful and well received week of Riding Lights acting group in schools and in our community during March 2018
- b. LICC – London Institute of Contemporary Christian on the last Sunday in June 2018 spending a day looking at 'Living the Christian Faith 24/7
- c. Revd Dr John Bell of the Iona community sharing praying and worshipping the Psalms 1<sup>st</sup> December 2018.

This mission year to mainly being used to support growth of our congregations as missionary congregations

As noted there is also, thanks to the generosity of time and commitment of Church members, much Mission activity taking place, too much to detail in the plan. Some of these activities and results are noted in the appendix. It is hoped that the actions above will build upon this and move us towards achieving our vision

## **TO ENCOUNTER CHRIST IN WORD AND SACRAMENT**

**Following a Congregations and PCC meeting on Sept 15<sup>th</sup> 2018 the MAP was adopted and we are now moving to forming groups and developing leaders for implementation.**

Appendix:-

This page gives some examples of what, through the generosity of Church members in both time and financial support, All Saints has achieved, both within, and in co-operations with, the community in the last year:-

### **Mission**

**400** meals served annually at Larchfield Open Table

**£1,427** raised for Christian Aid

**15** School Services held in Church with full congregation

**250** school children welcomed to and shown around the church

**3,000** Meals provided Ecumenically at Cox Green Luncheon Club

**87** Shoe boxes produced and sent to Africa via Samaritans Purse

**£3,000** raised at an Annual Fete with approx. 400 people attending

**5** Working Supporters and trustee support of Maidenhead Care providing assistance to approx. 1,000 pa

**Trustee** and management of Alms House with 4 units

**Trustee** support of Margaret Clitheroe Trust

**Weekly** supply of goods given to Food Bank

**75** kg of food given at Harvest

**3** Heritage Open Days held with 95 visitors

**1** Overseas Mission Supported – OAK supported creation of 20 up to over 100 new parishes over 25 years

**30** Nights working in Street Angels plus trustee and Chaplaincy support

### **Partnership in Missional Church (PMC) – Missional Innovation Team (MIT)**

Participants in 3 year PMC/MIT programme; some associated activities:-

Weekly Tiny Saints Group with 35 to 50 people attending

School hosting of Church and Community meeting

Monthly meeting of Mens Group of 15 to 20 people

Vicarage hosting of 30 mothers

### **Ministry**

**35** baptisms, where in total **2,500** people attended

**10** weddings, where in total **1,200** people attended

**10** funerals in Church where in total **500** people attended

**15** funerals in the community where 700 people attended

**200** church services, with in total 7,500 attendances

**12** Communion Services at Burnham Abbey

**25** People joining annual pilgrimage to Walsingham

**150** Home Communion Visits

**250** home Pastoral visits to people in the community

**24** Nursing Home Visit with 250 receiving Communion

**40** Nursing Home services to 800 residents

**3** Courses with 20 sessions and 35 people attending

**4** Bible Studies with 12 sessions and 35 people attending

**80** Open the Book Sessions Ecumenically provided with 10 Church members to approx. 500 pupils per week

**35** assemblies at the local Church schools

Hosting of the All Sorts Group

**4** School Governors

**40** Christian Union Sessions Lead at Altwood School with 10 pupils per session

Alms House trustee and management for 4 units

**3** Trustees of Windsor & Maidenhead Christian Trust (grant making body)

**12** Chaplaincy visits to Royal British Legion with an Annual Church service

**12** meetings of Mothers Union (now Senior Saints) with 15 people

**20** Meetings of Tuesday Club with approx. 20 people

Monthly meeting of Men of Boyne Hill

Bell Ringers

Choir

Serving Team

Sides Persons Team

Annual Church Trips

**40** Young Saints Sunday School sessions

**3,500** cups of tea & coffee served (free)

### **Maintenance and Sustainability**

Buildings Maintenance

Rented properties Maintenance

Social Media Maintenance 250+ hours for website plus facebook and twitter

**£66,103** contributed to Parish Share

Enrolled into the Parish Giving Scheme (PGS)

**400-500** hours given to maintain the church yard

**300** hours given to arranging flowers

**100** hours given to cleaning the church building

**30** Hours given to Safeguarding Administration

Organising Safeguarding Training for **96** Volunteers

**30** Hours given to Health & Safety Administration

Health, Safety and Fire Training

**1,500** hours given to Office Admin Support