



Mission Action Plan 2023-24

We are a Church on a journey...

In response to God's love, St Michael and All Angels is on a journey to:

DISCOVER God's love

NURTURE growth in God's love

SHARE God's love

A journey with a mission...

As we travel on our 'DISCOVER, NURTURE, SHARE' journey, we strive to be:

an inclusive, community-focussed church that seeks to help people from all backgrounds to encounter God in both traditional and contemporary ways, and to be a safe place to explore faith, ask questions, and grow as a follower of Jesus.'

We have a vision for the next stage of the journey...

By 2025, we want to see:

- flourishing in the numbers of new people DISCOVERING God
with an aim of least 25 new people of all ages regularly attending our services (across the week), and an average Sunday morning congregation of at least 60 people.
- flourishing in people's NURTURING of their spiritual growth
with an aim of at least half of regular church members and growing numbers of explorers engaging in small 'spiritual growth' groups.
- Flourishing in people's SHARING of their faith through active discipleship
with an aim of all members of the church community using their individual skills and experiences to play a part in serving the church and local community.

During 2024/25 we're journeying towards this vision on 3 Priority Pathways

- Creating even more inclusive and engaging worship.
- Building a route to friendship, faith and discipleship for young people.
- Establishing and resourcing small groups

Our journey is underpinned by following values:

- Spirituality
- Inclusiveness
- Compassion
- Courage
- Generosity



To help us begin to make progress on our journey, we're focussing on some key steps during 2024

Pathway 1

Creating even more inclusive and engaging worship

Step 1 – Sacred Dimension

- Offer refresher training for intercessors, readers, servers and sides people.
- Undertake a 'music at St Michael's project' – build on our strong music tradition and consider different ways in which existing and new music could help people from all backgrounds connect with God.
- Experiment with different styles of services outside of Sunday am.

Step 2 – Invitation, gathering and welcome

- Build on our reputation as a 'welcoming church' – use the expertise of existing welcomers and coffee team, to grow a larger 'hospitality' team that collectively considers how to grow our culture of warm, generous hospitality before, during and after services (including outside of Sundays).
- Encourage people to sit with others, especially newcomers.
- Reinstate a pastoral care team (led by an Anna Chaplain), to notice when people are absent from worship and may need extra help, and to offer worship in care homes.
- Revise invitation lists, and tailor invites to appropriate services.
- Review the presentation of our worship on the website.

Pathway 2

Establishing and resourcing small groups

Step 1 – Scoping

Clarify the purpose of small groups at St Michael's, and identify how new and existing groups could best help fulfil this purpose.

Step 2 – Leadership

- Identify lay and ordained leaders for different groups.
- Provide resources to lay and ordained group leaders.

Pathway 3

Building a route to friendship, faith and discipleship for young people (11-16)

Step 1 – Worship

See path 1, plus... Involve more young people in worship roles on a Sunday morning.

Step 2 – Belonging

- Establish a 'youth-led' youth group, with a focus on friendship and invitation, as well as faith and discipleship.
- Ensure young leaders are offered the training and mentoring they need to grow in their role.



Step 3 – Building

- Ensure accessibility is as good as it can be (physical, sound etc) and consider appropriate ways to bring the action closer to the congregation.
- Ensure buildings are kept clean, tidy, and well maintained.
- Undertake a vision exercise to consider how an 'ideal building' could help facilitate inclusive engaging worship.

Step 3 – Advent and Lent groups

- Continue to hold annual Advent and Lent groups on a wide variety of topics.
- Use these groups as 'invitational' opportunities – e.g. encourage regular attendees to invite a friend.
- Use these groups as a feeder for other small groups.

Step 4 – God-stuff in the pub

Monthly gathering in Hopfields pub (building on existing informal weekly group)

Step 5 – Explorer groups

Hold annual explorer course for adults and/or young people.

Step 3 – Discipleship

- Ensure space is given for thinking about discipleship within the new youth group.
- Undertake an audit of young people's existing and desired skills to help them identify new ways to serve the church and community.
- Offer periodic opportunities for young people to live out their faith outside of Sunday mornings – e.g. voluntary work, gardening, cleaning.

Step 4 – Communication

Ensure our communications channels are designed to effectively reaching young people (website, social media etc).

Longer Term...

- Periodically create worship opportunities outside of Sunday mornings that are particularly relevant to young people.
- Hold a youth-focussed social 'event' or weekend away.