

Mission Action Plan 2016-2019

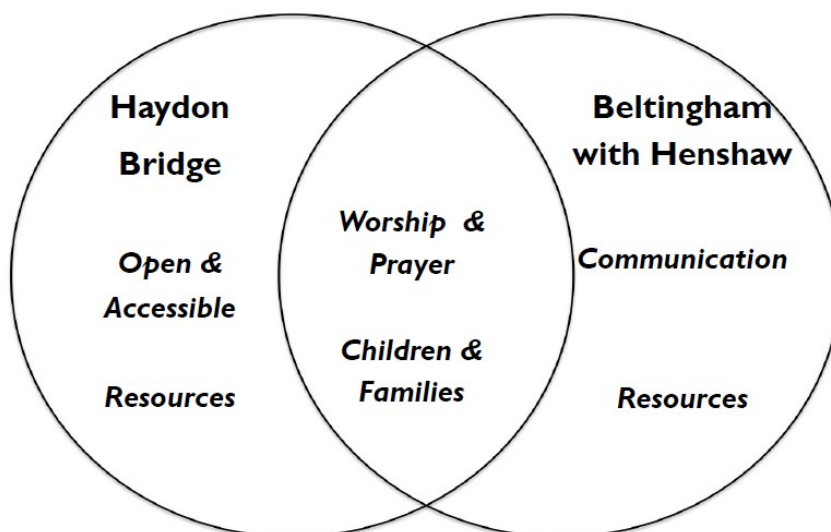
This Mission Action Plan acts as a focus for our activity as a Benefice and Parishes for the coming three years. This booklet is an outline of what we have all helped shape – beginning with the ‘Mission Priorities’ identified at open meetings in early 2015, developed through everything we have done in the last two years, and clarified through the conversations that have taken place over recent months.

Through this process we have come to recognise where we believe God is calling us and so our Mission Action Plan will:

- Build on our existing response to God’s call to us in this place.
- Respond to the Bishop’s priorities of:
 - i. *Growth in spirituality, numbers and missional commitment;*
 - ii. *Developing work with children and young people;*
 - iii. *Discovering the breadth and depth of lay and ordained vocation in your place.*
- Develop what we do well together as a Benefice and celebrate what we do well as separate Parishes

To do this we will have **six** areas of focus; **two** shared by the Benefice, **two** in Haydon Bridge, and **two** in Beltingham with Henshaw.

These are:



Each area will be led by a group supported by the Vicar. By working this way we will all be encouraged to *Discover the breadth and depth of lay and ordained vocation.*

Benefice Focus 1: Worship & Prayer

Growth in spirituality, numbers and missional commitment;

Discovering the breadth and depth of lay and ordained vocation in your place.



Theme	Timescale
Worship	
• Complete the renewing of orders of service	2016
• Undertake a review of pattern of worship across the Benefice. Looking at the frequency, form, and type of worship offered (i.e. service of the Word, informal worship, midweek services, all-age worship)	2017
• Ensure succession planning for a sustainable provision of music in worship across the Benefice	2017-2018
• Understand the possibilities and limitations of our buildings for worship so that recommendations about re-ordering could be made if appropriate	2018-2019
Prayer	
• Develop Benefice prayer diary	2017
• Explore opportunities for spirituality in our buildings, landscape and heritage (i.e. development of the <i>Way of Cuthbert</i> weekend)	2017
• Provide regular and creative opportunities for growth in prayer and spirituality in the regular life of the Benefice	2018-2019
Growing in Faith	
• Encourage greater participation in existing opportunities for Benefice learning (i.e. Bible Study, Pilgrim Course).	2016-2017
• Develop closer links with Deanery and Diocesan opportunities for developing Discipleship	2017-2018
• Nurture and grow vocations to formal (i.e. ordained and reader ministry) and informal vocations from within the Benefice	2018-2019

Benefice Focus 2: Children & Families

Developing work with children and young people;

Discovering the breadth and depth of lay and ordained vocation in your place.



Theme	Timescale
Provision in regular worship	
<ul style="list-style-type: none"> Develop existing resources and spaces for children and families during regular worship (e.g. children's corners, activity bags etc) 	2016-2017
<ul style="list-style-type: none"> Develop a regular family service (possibly as a service of the Word) in relation to the wider Review of Worship across the Benefice. 	2017-18
Provision in additional worship and activities	
<ul style="list-style-type: none"> Continue the development and growth of Storybook Church across the Benefice 	2016-17
<ul style="list-style-type: none"> Support and Develop Messy Church in Henshaw and Haydon Bridge with a focus on providing sustainable support and leadership for both. 	2016-17
<ul style="list-style-type: none"> Create a policy for pastoral visiting and Home Communion across the Benefice 	2017-18
<ul style="list-style-type: none"> Explore alternative acts of worship and fellowship which would be more suitable for 'seekers', families, and older children (e.g. singing groups, 'Hot Chocolate', 'Cosy Coffee House') 	2018-19
Engagement with family life in our community	
<ul style="list-style-type: none"> Develop a Christening Policy which creates longer term support, contact, and celebration with families and Godparents, perhaps drawing on resources from the Mothers' Union. 	2017
<ul style="list-style-type: none"> Make our Churches a resource for (e.g. School Visits) and in (i.e. reading support, Lifesavers) our Schools 	2017-18
<ul style="list-style-type: none"> Develop strong relationships with local youth organizations (i.e. sports clubs, uniformed organisations) 	2018-19

Haydon Bridge Focus 1: Open & Accessible

Growth in spirituality, numbers and missional commitment

Developing work with children and young people;



Theme	Timescale
Making the Buildings available to all	
• Complete process of opening St Cuthbert's and Old Church daily	2017
• Improve communications – noticeboards, website, social media	2017-18
• Create modern facilities at both St Cuthbert's and Old Church (i.e. toilets, kitchen, more flexible space)	2018-19
Developing Community Partners	
• Create "Church in the Community Plan"	2016-17
• Work with Parish Council on lighting of St Cuthbert's	2017
• Establish links with Community Partners (i.e. Parish Council, Development Trust, Schools, Community Groups, National Park, AONB etc)	2017
• Develop shared projects with Community Partners	2018
An Inspired Future for the Haydon Churches	
• Identify and articulate long term vision for the Haydon Churches	2016
• Create and implement an Activity Plan based on this vision	2017-18
• In light of the experience of the activity plan create plans and apply for funding for the redevelopment of both St Cuthbert's and Old Church	2018-19

Haydon Bridge Focus 2: Resources

Growth in spirituality, numbers and missional commitment;

Discovering the breadth and depth of lay and ordained vocation in your place.

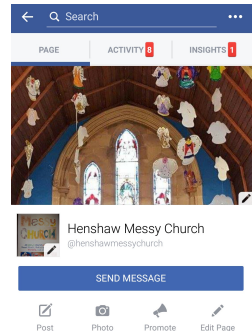
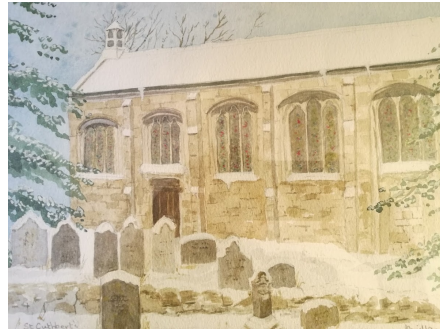


Theme	Timescale
Nurturing our Human Resource	
<ul style="list-style-type: none"> Capitalise and respond to the good will and enthusiasm shown in the Time and Talents Process 	2016
<ul style="list-style-type: none"> Provide training, mentoring, and role descriptions for new volunteers 	2016-17
<ul style="list-style-type: none"> Ensure succession planning for key roles, making it possible for people to give up! 	Ongoing
<ul style="list-style-type: none"> Nurture and encourage fundraising activity (i.e. Summer and Christmas Fete, Drinks Party etc) 	Ongoing
Sound Financial Management	
<ul style="list-style-type: none"> Complete and maintain high standards of financial management (i.e. budgets, accounts, Gift Aid recovery) 	2016-17
<ul style="list-style-type: none"> Develop strategy to pay full Parish Share 	2016-17
<ul style="list-style-type: none"> Annual Gift Day letter 	2017
<ul style="list-style-type: none"> Explore Legacy and Endowment policy 	2017-18
<ul style="list-style-type: none"> Achieve ambition of meeting full ministry costs 	2019
Ongoing Maintenance of Buildings	
<ul style="list-style-type: none"> Audit Time and Talents for support in maintenance of buildings and grounds 	2016-17
<ul style="list-style-type: none"> Identify and prioritise outstanding maintenance on Churches and Grounds (i.e. Trees, Old Church Roof, North Wall of Vestry) 	2016-17
<ul style="list-style-type: none"> Develop and use Maintenance Diary 	2017-18

Beltingham w Henshaw Focus 1: Communication

Growth in spirituality, numbers and missional commitment;

Developing work with children and young people;



Theme	Timescale
Sharing the Good News	
<ul style="list-style-type: none"> Continue delivering Christmas Card to the whole Parish 	2016
<ul style="list-style-type: none"> Develop a clear sense of what, why and who we are communicating with. 	2017
<ul style="list-style-type: none"> Leading and being part of whole Parish events (i.e. Summer Fete at Hall, successor to Burns' Night) 	2017-18
Welcoming all	
<ul style="list-style-type: none"> Pictures and Profiles of Parish Officers 	2017
<ul style="list-style-type: none"> Welcome letter and information for new residents in the Parish and parishioners 	2017-18
Traditional and New Media	
<ul style="list-style-type: none"> Develop website and social media presence 	2017
<ul style="list-style-type: none"> Create a Parish contacts directory 	2017-18
<ul style="list-style-type: none"> Exploring the potential of the Parish Magazine 	2018

Beltingham w Henshaw Focus 2: Resources

Growth in spirituality, numbers and missional commitment;

Discovering the breadth and depth of lay and ordained vocation in your place.



Theme	Timescale
Nurturing our Human Resource	
<ul style="list-style-type: none"> Capitalise and respond to the good will and enthusiasm shown in the Time and Talents Process 	2016
<ul style="list-style-type: none"> Provide training, mentoring, and role descriptions for new volunteers 	2016-17
<ul style="list-style-type: none"> Ensure succession planning for key roles, making it possible for people to give up! 	Ongoing
<ul style="list-style-type: none"> Nurture and encourage fundraising activity (i.e. Fundraising Suppers, Coffee Morning etc) 	Ongoing
Sound Financial Management	
<ul style="list-style-type: none"> Maintain high standards of financial management (i.e. budgets, accounts, Gift Aid recovery) 	Ongoing
<ul style="list-style-type: none"> Maintain commitment to pay full ministry costs 	Ongoing
<ul style="list-style-type: none"> Annual Gift Day letter 	2017
<ul style="list-style-type: none"> Explore Legacy and Endowment policy 	2017-18
Ongoing Maintenance of Buildings	
<ul style="list-style-type: none"> Audit Time and Talents for support in maintenance of buildings and grounds 	2016-17
<ul style="list-style-type: none"> Continue to use and develop Maintenance Diary 	2017-18
<ul style="list-style-type: none"> Pursue plans for parking at Beltingham 	Ongoing

As we embark...

I once heard someone say that the secret to steering a boat is not to hold the tiller hard and point it in the direction that you want to travel. The way to steer a boat is, as you hold the tiller, to fix your eyes on where you want to get to. Then as the water changes and the wind blows you make very small adjustments, always keeping your eyes fixed on where we want to go to.

We know where we want to get to: to be flourishing Churches that help transform the lives of our community with the truth and joy of the Gospel.

What is outlined in this short document is what we hope will help us begin to travel that journey together.

But this will change.

Our focus might be drawn to a new, yet undiscovered, possibility. Our focus might be taken by a crisis or emergency in the life of our community. Or more mundanely some of these ideas might just not work the way we hoped or expected them to.

The most important thing is that we keep our eyes fixed on the horizon, that as we work through the priorities we have set for ourselves we have the wisdom and humility to make those changes and small adjustments along the way, and through that continue to travel the path that we believe God is asking us to follow.

Please continue to read this MAP. Please let us all know what else we could do to develop and grow the life of Christ's Church in this place. And please continue to pray for those working in the groups leading these areas of focus.

Thank you for all your contributions in the forming of this Mission Action Plan and thank you for all you will do to support and help realise the opportunities God is putting before us in our Benefice and Parishes.



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***Almighty God, your Son has opened for us
a new and living way into your presence.
Give us new hearts and constant wills
that we may learn of your love
and come to worship you in spirit and in truth;
through Jesus Christ our Lord.***

Amen

From Pilgrim: a course for the Christian journey