

**St Peter's Church
Littleover and Blagreaves**

MISSION PLAN

28th November 2022

Introduction

'Constant change is here to stay', perhaps more so in our parish than many. All churches will need to respond to the profound effects of the Covid pandemic on the world. In addition, we in Littleover and Blagreaves, are moving towards the forthcoming boundary changes to the parish. This is an exciting opportunity for us all in the church to examine and refresh our mission to fit the needs of our new circumstances.

Two key challenges arise in the light of our changed circumstances:

- Evaluating the appropriateness of all current mission activity in the new parish.
- Identifying new needs and the consequent changes we should make in our mission activity.

What follows in this introduction, is the fundamental basis for our mission, the cornerstone of all that we shall do. We have taken time as a church to affirm our shared understandings, beliefs, and values. We are committed to them, and we shall evaluate all our plans and actions against them.

Our Beliefs – as a Christian church, these things we hold to be true.

We believe:

- in a Trinitarian God – Father, Son and Holy Spirit.
- in the Bible as the inspired word of God – interpreted afresh for every generation.
- that Jesus lived, died, and rose again to restore us back to God.
- that God continues to speak to us today through Scripture and the power and presence of his Holy Spirit.
- that God has called us here to be his salt and light in the community of Littleover and Blagreaves.

Our Values – five key principles amongst many, which will guide our behaviour towards every person in our mission activity.

- Compassion – understanding the suffering of the other person and wanting to respond.
- Integrity – being honest in all interactions, maintaining the highest moral standards in all our dealings with people through mission.
- Respect – honour and care shown towards every person and to the Earth that God created. To be conscious that God has created all people in his image. As a response we show respect to all, we embrace diversity and we care for our environment.
- Justice – fairness, equal rights and opportunities for every person. Protection from injustice and exclusion.
- Forgiveness – release of resentment and anger about an offence, resuming the relationship with no agenda.

The Purpose of our Church

Our church is:

- a community of people who believe in the life and resurrection of Jesus Christ and who proclaim the good news of his salvation of the world through baptism and sharing the bread and wine.
- a place of safety and hope for everyone. It is welcoming, open, and inclusive. Everyone is equally valued.

The purpose of our church is to:

- live out God's mission in the world, to live the Christ-like life and share God with the people of Littleover and Blagreaves.
- support each other, to worship, to pray and to help each person to learn and grow in their understanding and faith.

The Meaning of Mission

We acknowledge the Church of England's '5 Marks of Mission' and will use them to evaluate the success of our mission plans and actions.

The five marks are:

1. to proclaim the Good News of the Kingdom. (Tell)
2. to teach, baptise and nurture new believers. (Teach)
3. to respond to human need by loving service. (Tend)
4. to seek to transform unjust structures of society, to challenge violence of every kind and to pursue peace and reconciliation. (Transform)
5. to strive to safeguard the integrity of creation and sustain and renew the life of the earth. (Treasure)

We specifically identify these key points about our mission:

- We are motivated in our mission by knowing our own need of God's love.
- We are a welcoming church, everyone is welcome.
- Mission is for everyone, something every member of the congregation carries out in many different ways.
- Through developing caring, loving relationships in our mission, beginning wherever people are in their lives and needs, we are witnesses to the love of God.
- We are called to support those in specific practical need, for example, those who are living in poverty, children, ill, vulnerable, lonely and isolated.
- Mission begins with listening to others.



Our Mission Plan: the Process

Between January and May 2022, the church carried out consultations with the congregation and with the community.

The congregation was asked to relate current church activities to each of the Five Marks of Mission. They were also asked to respond to these questions:

- What do you think we do particularly well as a church and why do you say that?
- How do you think we could make it even more successful?
- What areas of our church life do you think we need to address?
- What new activities could we put in place which would make fresh contributions to our mission work?

The community were asked to respond to these questions:

- What is it like living/working in the Littleover/Blagreaves community? Please tell us what, in your view, is good and what could be better.
- What do you think the major needs are of the people who live in this community?
- In your opinion, what can the church do to help our community meet the needs that you have identified?

All the feedback – comments, suggestions, ideas – was carefully analysed. It was organised into five key areas which emerged from the analysis. These were then further combined into the following elements of our mission plan:

- Our Mission Vision
- The Internal Enabling Objectives
- Five Key Mission Objectives (KMO)
 - Each KMO contains a number of goals. The achievement of each goal contributes to the achievement of that KMO.
 - Each goal will have a simple action plan.
 - Goals are not listed in priority order. The goal lists are not exhaustive or exclusive. They are from the consultation, additions are welcome.

The individual goal action plans will enable us to

- be clear about the actions we are to take,
- cost the overall mission plan as accurately as possible,
- work within planned timeframes,
- be clear about available resources,
- monitor and evaluate our progress against success criteria.

Our Mission Vision for The Next Five Years

Our vision is our mental picture of what things will be like five years from now. It emerged from prayer and from what people had said in their feedback.

Our Mission Vision

Our focus will be upon engaging with people and families of all kinds including building relationships with children and young people. We will support those in specific need such as poverty, illness, vulnerability, loneliness, and isolation. Our communications will recognise diversity, be inclusive, two-way, and will enable our mission to happen.

Our mission will be compassionate and will empower us to love one another and our environment as Jesus loves us.

By December 2027, we will have built upon the strong foundations already in place so that our church, St Peter's Little over and Blagreaves, will be an even more welcoming and outward-facing church at the heart of its community.

This is OUR vision and we each commit to doing our bit to make it happen.

It is very important to acknowledge that we are not starting with a blank canvas. There is a significant amount of missional activity already taking place very successfully, our mapping of our current activities against the Five Marks of Mission clearly demonstrates that. What we are setting out to do is to build upon what already exists in order to contribute towards addressing the needs of our community as a new parish in the post-Covid world.

We are not a community project; we are a church. Our purpose is not to address all the needs of our community, it is to help people in our community to encounter God. We do that in a host of ways which the Five Marks of Mission helpfully describe. Therefore, an important part of our work is to refine what we are being called to do and to work complementarily with other neighbouring churches and organisations as much as possible.

Internal Enabling Objectives

During the analysis of the consultation feedback the following objectives emerged.

They are not directly applicable as part of our practical mission work with the community. Rather, they are objectives which we need to achieve within the church to enable our community mission work to take place.

Each of them needs to be addressed now so that the mission plan can be put into practice as soon as possible in the life of the new parish, certainly before Easter 2023.

1. Prayer

All we do as a church is to seek after God's heart by prayer. This is God's plan not just ours. Importantly, the church consultation raised the matter of prayer. Tearfund's statement that 'prayer is at the heart of all we do...' was mentioned. It was said that 'all activities, now and in the future, need the power of prayer to be successful.' There is a need for us to encourage more prayer, corporately as a church, individually, in groups and in special circumstances.

Action point:

- Review and re-prioritise prayer in our weekly programme.
- Establish prayer as the foundation of the ongoing work of the mission plan.
- Establish a core team of intercessors.

2. Engage and involve more of the church family to carry out the mission plan.

'We don't need volunteers at St Peter's and St Andrew's, rather we have a hope that all enrolled members of our church families will serve the wider work of the churches and community and not just turn up on a Sunday.' (Keyhole)

The mission plan is extensive and will take several years to implement. Our plan will be successful when everyone is engaged and finds their place within it. We need to target what we do and do it well.

Action Points

- Run a discipleship programme in church.
- Use the 'Team St Peter' information to inform decisions about identifying our mission plan KMO leaders and teams.
- Decide exactly how we are to excite and motivate others to find their calling in church.

3. Confidence

Feedback from the church mission questionnaire suggests that we, the church, should:

- 'not be afraid to do things differently'
- 'adopt a more 'yes we can' attitude'
- 'rejoice in what we have'
- 'Be more confident in proclaiming the Good News'

We need to continue to take every opportunity to promote and demonstrate these attitudes and behaviours.

Action Points

- Take every opportunity to promote our positivity as Christians generally and specifically with regard to the mission – 'yes we can', 'try something different', be confident and rejoice.

4. Availability of venues for mission activities.

Venues need to be available for mission activities.

- a) There needs to be a comprehensive review of useable venues with details of space, facilities, cost etc. This needs to take place across the parish community and include:
 - all current church venues,
 - all other halls, rooms, and spaces across the parish.
- b) The review of church buildings and spaces needs to address questions such as:
 - Which lettings are free?
 - Which lettings are paid for?
 - What criteria are used to make decisions?
 - Which lettings are for mission? (Outward facing/meet 5 Marks)
 - Which lettings are social?
 - Which lettings are commercial and simply to generate income?
 - Which lettings are charitable and charged at less than the market rate?
 - What proportion of the free lettings are for mission?
 - What profit is made from paid-for lettings? How much of that is used to manage and maintain the buildings?
 - What proportion of the total lettings time is currently available for mission?
 - What could change?
- c) The church lettings policy needs to be reviewed in the light of the mission plan.
 - Are there any criteria for making lettings decisions?

- Is the lettings policy inclusive and does it respect diversity?
- d) A disability access review for all premises needs to be carried out if not already done.

Action Point

- Carry out a comprehensive review of the letting of church buildings, lettings policy and the financial implications taking into account forthcoming increases in costs and the need to enable the mission plan through the use of rooms and spaces.

5.Finance

Clearly, the implementation of the mission plan will require financial support. The plan is intended to be implemented along with the new parish of St Peter's Littleover and Blagreaves. This would therefore seem to be an opportune moment to make a fresh financial start.

The new parish PCC needs to review the way in which the church income is budgeted for mission. Mission is right at the heart of the purpose of church.

- The mission planning process needs to calculate a figure required to fund the mission over the next five years and therefore an annual figure. This will involve costing the mission plan as accurately as possible using the goal action plans.
- After all the church ongoing financial commitments are allocated, decisions will need to be made about how the church will use the remainder of its annual income and what part of that income will be budgeted for mission.
- In the light of that decision, consideration may need to be given to amending the goals in the mission plan and/or seeking additional finance from other sources.

The finance needs to be clarified as soon as possible, certainly by Easter 2023.

Action Points

- Carry out a financial review of the new parish.
- Consider financial commitments and the implications of funding the mission plan over the next five years.

6.Church Service Provision

It would be supportive to our mission if consideration were given to:

- Including regularly in our services time for sharing feedback from groups engaged in mission activities – church groups, young people, community projects, interviews, etc.

- Using the church for community festivals – art, dance, etc
- Adjusting the timing and format of services to take clear account of the lifestyles of families and individuals.

Action points

- Undertake a review of service provision and attendance.
- Consider new ideas for services – particularly for families.



The Five Key Mission Objectives

The mission plan is not a tablet of stone. It is intended to be a supportive, positive guide to our mission. Therefore, it is flexible and adjustable according to circumstances and occurrences.

Progress with the plan will be regularly monitored and evaluated and adjusted accordingly.

The implementation of the plan invites and depends upon the involvement of the whole church and beyond for its success. It is OUR plan, specific to OUR community.

Central to it is that we need to be clear about the difference between

Missional activity – outward facing and identifiable within the Five Marks of Mission, and

Social Activity – bringing people together to interact.

In the five Key Mission Objectives which follow, the suggestions made by the church congregation and the community are included and called goals. Working on the goals will enable us to walk alongside others and demonstrate God's love through service, to challenge injustice and to strive to safeguard the integrity of creation.

It will also provide us with the opportunity to share the Good News of Jesus and develop new disciples. A fundamental theme running through all of the KMOs is that as we develop good relationships with people, we take appropriate natural opportunities to speak about Jesus whether that be through simple conversations or through organised events such as Alpha courses and preaching in church. And as people begin to grow in their faith, we help that to happen through our continuing friendship as well as homegroups, discipleship courses and other opportunities.

The goals have not been prioritised yet. They will be prioritised by the KMO leaders and teams and initially arranged over the course of the five years of the plan. Just a few goals will be worked on each year.

Our plan needs to be realistic and achievable. It needs to help us push our existing boundaries and offer us an exciting opportunity to help the people of our new parish to encounter God.

Key Mission Objective 1

To become an outward-facing church

Be curious about the actual needs of the community to enable us to demonstrate God's love through compassion and service. Check out that what we do is not exclusively for us but for the wider community too. Go where the people are in their lives and minds.

Achieve this objective by identifying and contributing towards opportunities for people to meet with each other to communicate, to enjoy the company of others, to learn and to share. Use this objective to address loneliness and build community spirit.

Goal 1 Review all existing church groups, and where appropriate open them up to the community. e.g. Knit and Natter, Recreate. (Be clear about missional and social groups)

Goal 2 Extend the activity time and venues of The Crossed-Keys Café to enable it to become a focal point for meeting together to communicate, share and learn. Consider other existing church groups which could offer similar provision.

Goal 3 Contribute to the provision of venues and leadership for community groups, e.g. cooking, adult education classes, recreational groups – walking, Pilates, etc.

Goal 4 Encourage community groups into church for appropriate activities, e.g. dance festivals, art festivals, Christmas tree festival. Introduce further activities in church as appropriate.

Goal 5 Establish a scheme for making contact with new parish residents – deliver prepared welcome packs, handbills through letterbox, personal invitations, etc

Goal 6 Get the community involved in the churchyard and The Glebe - making birdboxes, planting, studying, etc. Form an ongoing involvement with St Peter's School – curriculum themework, history, architecture, environmental studies, gardening, etc. (in co-operation with KMO 5 goals 3 and 4)

Key Mission Objective 2.

To contribute towards meeting the needs of all our community

Use this objective to address community spirit.

Find out what already exists within the community and how St Peter's can contribute to it. Then work with others to establish:

Goal 1 an LGBT+ support group.

Goal 2 the resumption of the community Giveaway Days.

Goal 3 a 'Shoulder to Shoulder' group to provide practical help for those in severe need.

Goal 4 a 'Repair Café' to assist those with significant need regarding the repair of key appliances etc.

Goal 5 programmes of support for those who are vulnerable, the housebound and the lonely.

Goal 6 a community food and clothes bank.

Goal 7 an Emergency Help Voucher Scheme to provide on-the-spot help for the destitute.

Goal 8 a relevant programme of group meetings and talks to provide 1:1 or group help with issues such as End of Life, Wills, Benefits, Money Matters, Council Issues, Social Services, Jobs.(Perhaps in conjunction with Crosskeys Café and other appropriate groups)

Goal 9 a support group for Carers.

Goal 10 a support group for mental health.

Key Mission Objective 3.

To improve our mission to children, young people and their families

Goal 1 Find out what provision already exists within the community and how St Peter's can contribute to it.

Goal 2 Establish a programme of outreach in schools specifically including St Peter's Junior School.

Goal 3 Employ a church worker to lead the implementation of work with children and young people between the ages of 7 and 14 years.

Goal 4 Consider provision for children aged 0 – 7years.

Goal 5 Consider provision for young people aged 14 – 18 years.

Goal 6 Establish church activity groups, open to the community, appropriate to the needs of these young people. Consider the reintroduction of 'Third Space'. Also consider other new activities e.g. band, football teams, cooking,

Goal 7 Expand existing church groups which fit the needs of all young families, so that they are openly available to anyone in the community, e.g. Messy Church, Tiddlywinks, and add new activities for parent with child, e.g. additional pre-school availability, rhyme times, sensory afternoons, etc.

Goal 8 Establish community-focussed., year-round, clubs, activities and events for families, geared to their lifestyles, e.g. Football teams; Summer club; walks, visits, picnics, etc.

Goal 9 Review current Sunday school provision and align it with new family lifestyles.

Goal 10 Establish a support group for single parents

Key Mission Objective 4.

To establish effective, relevant, and meaningful two-way communications with our local community and the church family.

Through achieving this objective, develop our communications system so that it:

- reflects the life of the community,
- ensures that all communications demonstrate inclusion and respect for diversity,
- helps the community to connect,
- contributes to building community spirit,
- ensures that the whole church congregation is well informed and can make suggestions,
- enables people to encounter God.

These specific suggestions were made during the consultation:

- consult with church communications professional advisors,
- use sponsorship to enable Keyhole to be freely available to the community,
- define the new role of Zoom,
- improve social media usage,
- regularly use local publications to advertise what we do – Littleover Life and Littleover Little Book,
- use communications to become more involved in 5 Marks – Transform and Treasure.

Goal 1 Thoroughly review our current communications – Keyhole, website, Zoom, social media, local publications, etc.

- Do they enable us to communicate effectively with our entire, diverse community?
- Do they enable our community to communicate with us?
- Are they attractive and engaging to the post-covid community of 2022?
- Are they fully inclusive and do they respect diversity?
- Do they reflect the life of the community?
- What do we need to do to make our communications more effective?

Goal 2 Plan and act on the outcomes of the review.

Key Mission Objective 5.

To safeguard God's creation and sustain the environment.

Goal 1 Find out what other environmental groups and activities exist within the community and identify whether, and how, St Peter's can work alongside them.

Goal 2 Support the 'creation care' message within the church and the local community. Organise, support and publicise events – films, discussions, workshops – where we as the community together can learn about practical ways to care for the environment in the home, the church and the community.

Goal 3 Consult schools to find out whether they would welcome our help in supporting children's learning about the importance of God's creation and how to practically care for it. In response, develop together a programme of school activities – assemblies and projects – to offer them. Furthermore, develop our special relationship with St Peter's School by supporting curriculum theme work, history, architecture and environmental studies projects through ongoing involvement in the churchyard. (In co-operation with KMO1 goal 6)

Goal 4 Harness and grow the community's attachment to the churchyard and The Glebe through inviting participation in the churchyard clearups as well as standalone events such as making birdboxes, planting, etc. Events could be organised in partnership with other environmental groups in the community. (In co-operation with KMO 1 goal 6)

Goal 5 In January each year, produce an action plan and calendar of events for the following 12 months. Use the 'ECO Church Scheme Survey' resource as a guide and inspiration for deciding which projects to concentrate on with the aim of improving on the 'Bronze' status attained in 2022. Maintain the 'Gold' status, which was achieved for the 'worship' section in 2022.

Goal 6 As part of the overall MAP project, explore possible sources of external resourcing, including funding, to support the work, for example Tear Fund, Wild Christian, Derbyshire Wildlife Trust, Local Authority.

Goal 7 Explore practical ways to generate, share and save energy, for example solar panels. Apply any useful ideas in the church premises and share them with the community.

Goal 8 Promote creation care through appropriate means of communication – Keyhole, the church website, newsletters, service sheets, magazines, social media, etc. Ensure that our church's communications include items relating to the theme of caring for God's earth by making regular contributions

