

St Michael and All Angels, Ledbury – Mission Action Plan

This Plan was drafted by the Local Ministry Development Group and PCC in 2012 and 2013, after prayer, reflection and specifically following consultation with the wider Church congregation. It is structured around the Vision Statement adopted by the LMDG,

Worshipping God, Following Jesus, Sharing His Love

There is a huge amount here, much of which is urgent. This reflects the vision that the LMDG has for S^t Michael's – the Church we believe God wants us to be come. There is far too much here to be done even in five years. Once agreed, the task will be to listen to God to discern those matters which are a priority now, and those which may come later – as well as those which we are as yet unaware of. In all things, our priority must be to learn the unforced rhythms of grace (Matthew 11:29, *The Message*), that we may soar on wings like eagles; run and not grow weary, walk and not be faint (Isaiah 40:31)

The other key point is that these three sections are not separable. Each depends on the other two, and all are necessary if any are to happen properly.



I. Worshipping God

Give thanks to the LORD; call on his name; make known among the nations what he has done. Sing to him, sing praise to him; tell of all his wondrous acts. Glory in his holy name; let the hearts of those who seek the LORD rejoice! Look to the LORD and his strength; seek his face always. (Psalm 105:1-4)

We were made to worship: to give God praise and glory, and to tell others about all that he has done. The deepest meaning of worship is to offer the whole of our lives as a living sacrifice to God (Romans 12:1), but the corporate worship of God's people meeting together plays a key role in our personal relationship with God, building us up in our faith and publicly declaring our praise.

1. Aims

We want to be a Church where...

- a. God is tangibly present among his people as they worship,
- b. All worshippers are able to grow in their relationship with God, within a cohesive programme of worship that keeps all united in fellowship,
- c. We strive for the best that we can offer in worship, and yet are prepared to take risks,
- d. There is flexibility and an openness to the work of the Holy Spirit among us,
- e. God's Word is preached and taught faithfully,
- f. Music is used effectively as an integral part of worship,
- g. There is a mix of dignity and informality,
- h. Diversity is seen as a strength, not a weakness, with different Anglican traditions valued and honoured,
- i. All ages, and people in all kinds of circumstances, are welcomed and invited to participate,

j. God's people are built up in love and service, new disciples are nurtured and the faith attractively presented to those who are not yet followers of Jesus – especially families and young people,

k. The ministry of healing develops into a wider prayer ministry, offered in response to all that God is doing, and
 l. We ensure that worship always takes into account the needs of the Church's mission.

2. Objectives

Therefore we will...

a. Our Service Provision

| Objective | Action | Target Time |
|---|---|------------------|
| i. Continue the evolutionary development of the 9:30am Parish Communion service as our main united act of worship, without changing its fundamental nature. | Worship Development Group | Ongoing |
| ii. Within this framework, plan a non-eucharistic service for 9:30am (including All-Age) at least once every two months,, | WDG | Within one year |
| iii. Review and develop every aspect of All-Age services as a matter of priority, as part of a thorough and wide-ranging review of our work with children and young people, | WDG, Young Church Leaders, All-Age Team | Urgent |
| iv. Given the evolving situation of the rural villages, look again at the time of the service, to ensure it meets our aims (above), | PCC and WDG | Within one year |
| v. Develop the range of music / instruments / singers used in our worship, | PD, PH, WDG | Within one year |
| vi. Have preaching which is appropriate in length and content for the form and style of service, and the nature and needs of the congregation (see below – including addressing current ethical and societal issues), | PD | Ongoing |
| vii. Develop the membership and role of the Worship Development Group, | PD, PCC, WDG | Within one year |
| viii. Work with the Healing Prayer Group to develop a wider Prayer Ministry to be offered each week – with occasional Healing Services | PD, TG, Healing Prayer Group | Within two years |

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| ix. | Involve more of God's people in actively leading our worship, and develop a worship culture that is accepting of mistakes, | PD and WDG | Ongoing |
| x. | Widen the range of services that we offer, In specific application of this, we will: | PD and WDG | Ongoing |
| xi. | Develop an additional, modern worship service in an appropriate venue at an appropriate time, | PD and WDG | Urgent |
| xii. | Develop spiritual exploration / alternative worship events, with the specific aim of outreach, providing a first step for those who do not currently attend, | PD and WDG | Urgent |
| xiii. | Develop regular additional contemplative services, in an appropriate venue at an appropriate time, | PD and WDG | Within two years |
| xiv. | Keep all our services under regular review through the Worship Development Group, reporting to the PCC. | WDG and PCC | Ongoing |
| xv. | Incorporate an element of worship in all social events. | PD and PCC | Ongoing |

b. Our Building

| Objective | Action | Target Time |
|--|---------------|--------------------|
| i. Address any remaining practical issues which impede people's access to worship – e.g. disabled access to all parts of the building. | PCC | Ongoing |
| ii. Have a prominent notice (visible / notice sheet) about help for those with disabilities, hearing loop, wheelchair, gluten free wafers etc. Have non-alcoholic wine available on request. | PCC | Within one year |
| iii. Upgrade our sound system as necessary to allow more flexibility in use of singers / instruments in worship | PCC | Within one year |
| iv. Upgrade our screen / projection facilities appropriately, to facilitate additional forms of service, | PCC | Within one year |
| v. Consider whether any other practical steps are necessary to facilitate the developments in worship envisaged in this section. | PCC | Ongoing |



II. Following Jesus

1. Aims

I appeal to you therefore, brothers and sisters, by the mercies of God, to present your bodies as a living sacrifice, holy and acceptable to God, which is your spiritual worship. Do not be conformed to this world, but be transformed by the renewing of your minds, so that you may discern what is the will of God – what is good and acceptable and perfect. (Romans 12:1-2)

This section is about Christian discipleship – surrendering our lives to Jesus, and allowing him to live in us fully, that we might fully live: examining the life of Jesus, learning about him and following his ways and example in prayerful, faithful servanthood.

We want to be a Church where...

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| <ul style="list-style-type: none"> a. There is genuine Christian community, where all can find a home, b. We are a sign and token of the Kingdom of God in our life together, which flows outwards in mission and service, c. We are continually growing in love for God and for one another, d. People are taught to pray, and given every encouragement to grow in their prayer lives, e. We value all ages and groups within the Church family, and enjoy fellowship with Christians from across the Ledbury area, | <ul style="list-style-type: none"> f. We are purposive about Christian discipleship, and give opportunities to all to grow in their faith, g. We nurture the faith of all our members, at whatever stage of the Christian journey they find themselves, h. We are seven days-a-week disciples, supporting one another to live out our faith in every part of our lives, i. We are more encouraging of homegroups as a place of pastoral care, fellowship and learning together, j. The gifts of God to all are used in ministry, and k. We care for those in need, within our Church family and in the wider community, |
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2. Objectives

a. Prayer

| Objective | Action | Target Time |
|---|---------------|------------------|
| i. Provide regular teaching on prayer, | LMDG / Rector | Ongoing |
| ii. Strengthen current prayer opportunities, and develop others, e.g. prayer meetings, prayer partnerships / triplets and prayer friends, | LMDG / Rector | Ongoing / Urgent |
| iii. Explore alternative opportunities for prayer (e.g. prayer walks, labyrinth etc), | LMDG / Rector | Within one year |

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| iv. | Strengthen the role of the Healing Prayer Group (as above), teaching on healing and training new members, | (As above) | (As above) |
| v. | Provide training for Sunday morning intercession leaders, | Rector | Ongoing |
| vi. | Ensure the prayer board and candle stand are maintained, | LMDG / PCC | Ongoing |
| vii. | Encourage Llangasty, the Advent Quiet Day and similar prayer events / retreats. | Rector / LMDG / Teaching Group (TG) | Ongoing |

b. Teaching

| Objective | Action | Target Time |
|--|---------------|--------------------|
| i. Ensure that all teaching is biblically-grounded, relevant and applied to our Christian lives and current issues, | Rector and TG | Ongoing |
| ii. Use a variety of teaching methods (verbal and non-verbal), | Rector and TG | Ongoing |
| iii. Have more sermon series and themed sermons, | Rector and TG | Within one year |
| iv. Record sermons and post them on the Church website, | Rector and TG | Within one year |
| v. Provide more opportunities for in-depth teaching, looking at both the Bible and challenging issues in living as a Christian (including in Homegroups) | Rector and TG | Within two years |
| vi. Look to deliver teaching through a variety of contexts and approaches, alongside sermons, | Rector and TG | Ongoing |
| vii. Review how we nurture and disciple all groups, but particularly new Christians, with specific provision for this, | Rector and TG | Within two years |
| viii. Review the provision of specific events / groups for particular sectors within the congregation (e.g. a men's group), | Rector and TG | Within two years |
| ix. Support and encourage the work of the Bookstall, and also review and develop the Church library. | Rector and TG | Ongoing |
| x. Encourage groups to go to (e.g.) New Wine / Soul Survivor / Spring Harvest / Greenbelt / Gorsley Festival etc, | Rector / TH | Ongoing |

c. Homegroups

| Objective | Action | Target Time |
|---|--|--|
| i. Look to increase significantly the percentage of the regular congregation in homegroups, and advertise homegroups more, | Rector and Homegroup Co-ordinator (Hg.C) | Within five years / Urgent (advertising) |
| ii. Link informally all newcomers to a homegroup, for fellowship and pastoral care, whether or not they actually attend that group, | Rector and Hg.C | Within one year |
| iii. Identify and train new homegroup facilitators, | Rector and Hg.C | Urgent |
| iv. Work regularly with existing homegroup facilitators to provide encouragement, support and materials for use, | Rector and Hg.C | Ongoing |
| v. Encourage homegroups to be places of primary pastoral care and Christian fellowship for their members, | Rector and Hg.C | Ongoing |
| vi. Continue to use short-term 'homegroups' at specific times where appropriate – e.g. Lent groups. | Rector / Hg.C / TG | Ongoing |

d. Children and Young People

| Objective | Action | Target Time |
|--|--------------------------------------|--------------------|
| i. Work with Young Church and Fish Tank leaders to encourage and equip them, | Rector and Young Church leaders | Ongoing |
| ii. Ensure that we provide appropriate opportunities for spiritual formation for all children and teenagers, | Rector and Young Church leaders | Ongoing |
| iii. Explore the possibility of a group for older children and teenagers on Sunday mornings, | Rector and Young Church leaders | Within one year |
| iv. Develop ways of working with whole families together, | Rector and LMDG | Within two years |
| v. Develop a group / event for older teenagers (post-Fish Tank), and explore mentoring for them, | Rector and LMDG | Urgent |
| vi. Ensure that families and children are fully integrated within all parts of the life of the Church. | Rector / LMDG / Young Church Leaders | Ongoing |

e. **Broadening Ministry**

| Objective | Action | Target Time |
|---|---------------------------------------|--------------------|
| i. Encourage every member of the congregation to use their God-given gifts in ministry, | Rector and LMDG | Ongoing |
| ii. Ensure that the work of all Church groups is publicised and reported, to ensure participation, transparency and accountability, | PCC | Within one year |
| iii. Give teaching on gifts and ministry, | Rector | Ongoing |
| iv. Have an annual opportunity to publicise opportunities for ministry and to encourage people into ministry | Rector / LMDG / Stewardship Committee | Within two years |

f. **Pastoral Care**

| Objective | Action | Target Time |
|--|---------------------|--------------------|
| i. Appoint a 'Pastoral Co-ordinator' to oversee this area, working with the Homegroup Co-ordinator, | Rector / LMDG / PCC | Within one year |
| ii. Encourage and strengthen the Home Communion team, including those visiting residential homes (for Communion or otherwise) | Rector and LMDG | Ongoing |
| iii. Develop and publicise the work of the Pastoral Visiting team, to work with the clergy and homegroup leaders, | Rector / LMDG / CAP | Within two years |
| iv. Look to restart the bereavement visiting team, | Rector and LMDG | Within two years |
| v. Explore how we can best identify and communicate needs from the wider community (e.g. through taking responsibility for streets / areas), | Rector and LMDG | Within five years |
| vi. Develop a group to organise and promote social events to deepen fellowship across all congregations. | Rector and LMDG | Within two years |

g. Communications

| Objective | Action | Target Time |
|--|-------------------------|--------------------|
| i. Review our strategy and practice for literature display / notice boards within the Church building, | Rector / LMDG / PCC | Within two years |
| ii. Advertise where appropriate Church 'vacancies', | Rector and PCC | Ongoing |
| iii. Maintain our investment in our website and webmasters, | Rector and PCC | Ongoing |
| iv. Support and develop (with Malcolm Thomas) the excellent Photo Board | Rector and M.Thomas | Within one year |
| v. Ensure that the Vision Statement appears on all Church publications (e.g. notice sheet, visitors leaflets) | Rector / LMDG / Friends | Within one year |
| vi. Investigate with the Church architect the possibility of developing and upgrading our Church welcome area. | PCC | Within one year |

h. Others

| Objective | Action | Target Time |
|---|-----------------|--------------------|
| i. Encourage fellowship between Christians from all town Churches and Christian fellowships | Rector and LMDG | Ongoing |
| ii. Review the staffing of St Michael's, identifying current and anticipated needs, and determining an approach for meeting those needs, noting in particular the possibility of recruiting further paid staff. | PCC and LMDG | Within two years |



III. Sharing His Love

You are the light of the world. A city set on a hill cannot be hidden. Nor do people light a lamp and put it under a basket, but on a stand, and it gives light to all in the house. In the same way, let your light shine before others, so that they may see your good works and give glory to your Father who is in heaven. (Matthew 5:14-16)

Mission is our fundamental purpose as we worship and serve the God who is mission, who breathed this world into being as an expression of his giving love, and who sent his Son to rescue us from our rebellion and sin. Our worship and discipleship enable and empower our mission, and create a community in which all followers of Jesus can find a home. Mission cannot properly exist without worship and discipleship, but worship and discipleship are incomplete – missing our ultimate purpose – without mission.

1. Aims

We want to be a church where...

- a. We put into practice the five marks of mission:
 - To proclaim the good news of the Kingdom (the summary of what mission is all about),
 - To teach, baptise and nurture new believers,
 - To respond to human need by loving service,
 - To seek to transform unjust structures of society,
 - To strive to safeguard the integrity of creation and to sustain the life of the earth,
- b. We are of one heart and mind, with the same purpose (mission) – gripped by the Gospel of grace, and holding out the offer of life to all,
- c. God's presence among us is visible to non-believers,
- d. We are growing in numbers – through conversions – as well as in depth of faith,
- e. We look outwards, not inwards, and seek to meet people where they are,
- f. We discern where God is at work in our community, and focus our efforts there,
- g. All are welcomed, questions are encouraged, and enquirers and new believers given accessible opportunities to come to / grow in faith at their own pace and in the way that is right for them,
- h. We eliminate all barriers to church membership,
- i. We know our community and its needs and dynamics, and serve our community as an unconditional expression of God's love and life,
- j. We participate in the shaping and development of our community, encouraging the good and challenging the unjust,
- k. We seek to respond to all groups within our community, according to their specific needs,
- l. We enable God's people to live out their faith in every part of their lives, serving God each day in workplace, community and home, and witnessing to their faith,
- m. We take seriously the nurture of new Christians of all ages, and
- n. We build on the many contacts that we already have.

2. Objectives

Therefore we will...

| Objective | Action | Target Time |
|---|--|----------------------------|
| i. Have 'Outreach' as a standing item on each PCC agenda, to ensure that the PCC has oversight of the following themes and ideas (and other initiatives). | PCC | Ongoing / Urgent |
| ii. Use S ^t Katherine's (Hall and Chapel) as a base for worship and mission within the community (e.g., but not limited to, youth group, food bank, English classes, cookery classes, craft group, contemporary worship (midweek), CAPMoney, Church contact point?, mums and toddlers) | Rector / LMDG / PCC / S ^t Katherine's Committee | Within one year / Urgent |
| iii. Ensure there is a clear financial balance between building maintenance, church life and mission. | PCC | Ongoing |
| iv. Help our congregation through training and encouragement to be confident in sharing their faith. | Rector and TG | Within two years |
| v. Ensure that our worship is relevant to non-churchgoers as well as regular churchgoers (as above). | Rector and WDG | Ongoing |
| vi. Look at the place and time of baptisms, looking to incorporate them within main Church services (9:30am or others). | Rector, WDG and PCC | Within one year |
| vii. Support and develop our Alpha Courses, and explore complementary enquirers' opportunities alongside Alpha, in different contexts. | Rector, TH, PCC and Alpha leaders | Ongoing / Within two years |
| viii. Provide follow-up and nurture for those who have come to faith. | Rector, TG and Alpha leaders | Within one year |
| ix. Support the work of the Ledbury Food Bank. | PCC | Ongoing |
| x. Review our response to additional needs shown by Food Bank. | PCC | Ongoing |
| xi. Explore the development of CAPMoney courses in Ledbury (or equivalent). | PCC and Food Bank leaders | Within two years |

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| xii. | Be pro-active in working with our primary schools, including support and development of Open the Book. | Rector, TH, Open the Book leaders, LMDG | Ongoing |
| xiii. | Develop new links with John Masefield High School. | Rector, TH, LMDG | Within one year |
| xiv. | Seek to establish a drop-in centre for young people of the town. | LMDG | Within one year |
| xv. | Seek to restart appropriate work with pre-school children and their families / carers. | LMDG | Within one year |
| xvi. | Use the 2011 Census data to give us the best possible understanding of the community. | LMDG and PCC | As data released |
| xvii. | Do what we can to be prepared for the building of any significant new housing in Ledbury | LMDG and PCC | Within two years |
| xviii. | Develop strategies for developing work with men (e.g. beer, bicycles, BBQs!) | LMDG and PCC | Within two years |
| xix. | Look creatively at ways of engaging with our community, perhaps including, but not limited to: life skills groups, English conversation group, cycling group, bicycle maintenance, club for those with learning difficulties, street pastors, Healing on the Streets, industrial / retail chaplaincy, allotment group | LMDG and PCC | Ongoing |
| xx. | Begin a 'House of Prayer' for our community. | LMDG | Within one year |
| xxi. | Restart a transport to church scheme. | PCC | Within one year |
| xxii. | (As above...) review the staffing of St Michael's, identifying current and anticipated needs, and determining an approach for meeting those needs, noting in particular the possibility of recruiting further paid staff. | (As above...) | (As above...) |
| xxiii. | Support and develop our close links with CMS and S ^t Michael and All Angels, Mtwara, and be open to other world mission opportunities. | PCC | Ongoing |
| xxiv. | Explore and encourage care for God's creation, including through use of the Churchyard, and by further reduction of our carbon footprint (use of energy) | PCC | Ongoing |