

This Mission Action Plan (MAP) maps our journey for the next 12 months as we begin to make our mission-focused Deanery Pastoral Plan a reality.

This is a living document and we will review and celebrate our progress this autumn (and twice yearly from then on).

It contains three key parts:

- How we will strengthen our structures
- Key objectives for our mission projects in the next 12 months
- A look ahead to potential projects for 2022 and beyond.

Mission Action Plan

Abbeydore Deanery – February 2021

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- In this MAP, mission is defined as the Anglican Communion's 5 marks of mission which are:
 - To proclaim the Good News of the Kingdom (TELL)
 - To teach, baptise and nurture new believers (TEACH)
 - To respond to human need by loving service (TEND)
 - To transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation (TRANSFORM)
 - To strive to safeguard the integrity of creation, and sustain and renew the life of the earth (TREASURE)



Part 1: Strengthening our structures. Information & Resources



Benefits of working as a Cluster

Timescale:

August 2021 onwards

By developing a bigger group of people and resources the cluster will be able:

- 1) To maintain a sustainable Christian presence.
- 2) To grow, develop and strengthen relationships between parishes
- 3) To provide mutual support that comes from being part of a larger team enabling shared activities that a single parish could not resource by itself. Parishes can learn from one another, and to seek to remove duplication of learning or tasks e.g. fruitful sharing of ideas between churchwardens, parishes undertaking similar development projects, pilgrimage routes, joint fundraising etc.
- 4) Parishes enabled to develop forms of worship that suit their communities and to share them with others, allowing greater choice and diversity.
- 5) Allow resources to be pooled to provide more confident and coordinated pastoral care in all our communities including maintaining relationships with those who have held weddings, funerals and baptisms in our churches.

Forming Clusters

Timescale:

April – August 2021

Activity:

Parishes will consider with which other communities they may best collaborate.

Post Easter support will be offered to parishes in their discernment process.

Clusters will be drawn together to form one of four Mission Communities under the oversight of a Rural Pioneer Priest.

Considerations will be focussed on existing links between the parish and other local communities and may include:

Geography and road networks, local employment opportunities

Shared mission across their communities

Wider community links e.g., schools, doctor's surgeries, local shops.

Questions such as:

What is working well now?

What can we bring to a cluster?

Resources available for Clusters

The pattern of prayer and worship in each Mission Community will include a celebration of Holy Communion each Sunday, and a variety of other services across each month led by lay and ordained people.

The Mission Community Leadership team will ensure that the following resources are shared and used effectively across the Mission Community, taking into account the needs and preferences of the clusters.

1. Each Rural Pioneer Priest may lead up to two services each Sunday
2. Each licensed Self-Supporting Minister or Reader may lead services on two or three Sundays each month.
3. Lay leaders will continue to take one or two services a month in their home clusters and elsewhere if they wish.
4. Retired priests with Permission To Officiate may be available and will be deployed to support Mission Communities (via Anne Lloyd)

Mission Community Leadership Teams

Overview: Once the clusters are formed and the shape of our 4 Mission Communities emerges, we will discern together how the leadership teams will be formed and operate.

Possible
Leadership
Team
Structure

Membership discerned from existing and emerging leaders by parish clusters and their oversight priest

Recommend up to 8 members, so all can make their contribution and that members serve for 3 years

These teams will be responsible for deciding and implementing the mission priorities for their own community

Mission Communities will devise their own mission priorities during Autumn 2021.

The legal “stuff”

An overview of the process to achieve the structural changes proposed.

Group Ministry

- Sarah Girling (Diocesan Pastoral Secretary) will carry out the Group Ministry consultation to give feedback to the Bishop before he gives his approval.
- 6 week consultation period will start after February 11th – c.end of March 2021

Joint Council

- Once the Group Ministry is established the process to form the Joint Council will start.
- In addition to responsibility for mission in time, parishes can opt to delegate other areas should they wish.

Joint Council

Timescale:

April 2021, after creation of Group Ministry

Objective:

Two-fold:

1. To work with the clergy on group-wide mission
2. To support PCCs in their responsibilities for mission

Benefits

Joint Council membership will comprise one lay representative from each benefice. The member will be elected by parishes and will be on the parish electoral roll.

At the outset, it is suggested that the Joint Council's primary focus be on enabling and encouraging mission across the deanery which is the most pressing issue we face.

Enables direct funding via grants

Allows for direct employment of staff

In the future, if PCCs desire, other responsibilities can be delegated to the Joint Council

Other Priorities

- Recruitment of a new Rural Pioneer Priest (to be resident in the Cagebrook Group)
- Welcome and induction of our new curate.

How can I contribute now?

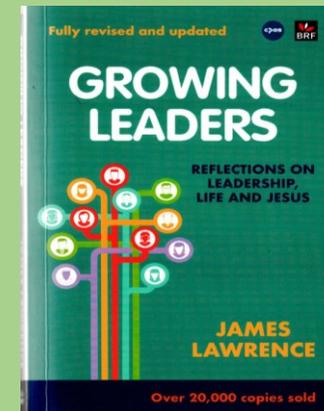
Help to define the cluster my parish will work within.

Consider whether I could join the Mission Community Leadership Team.

Participate in the forming of the Joint Council and consider being selected as a member.

Part 2: Key Mission objectives for 2021

This year we will focus on 4 key projects for mission. We've already made a start...



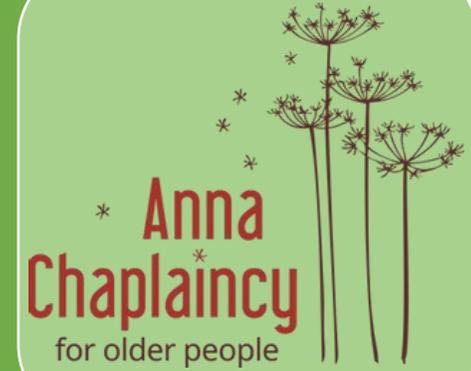


Mission
Projects for
2021

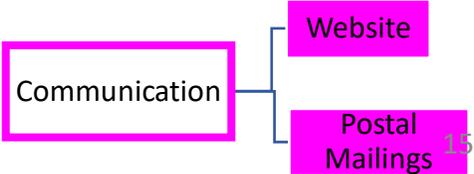
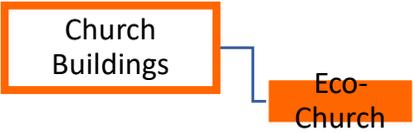
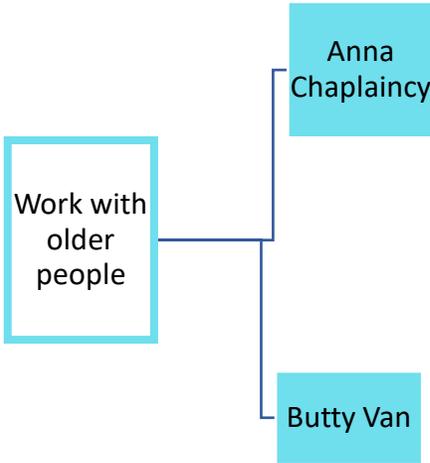
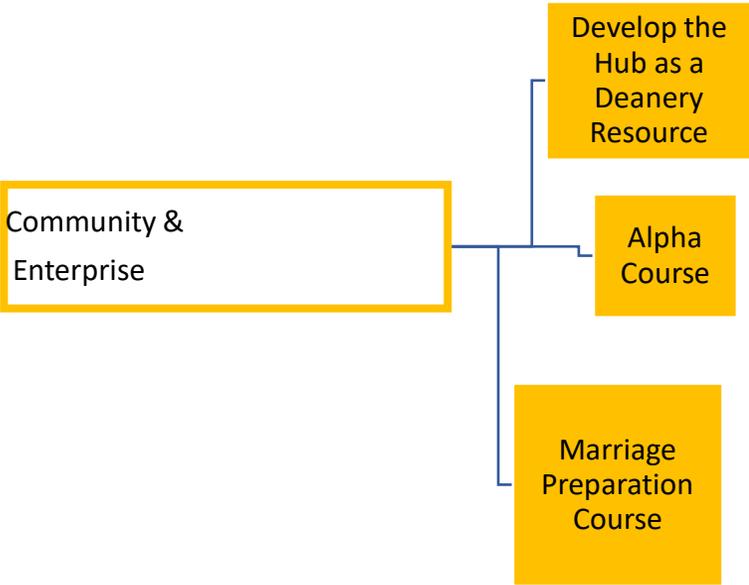
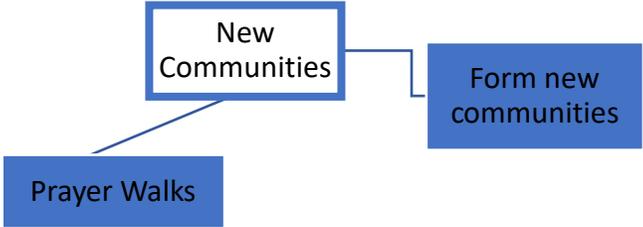
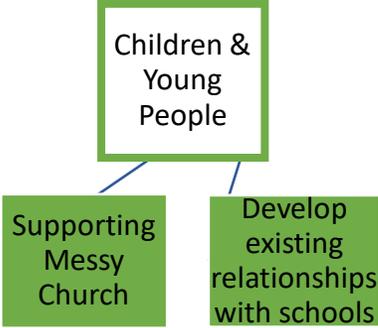
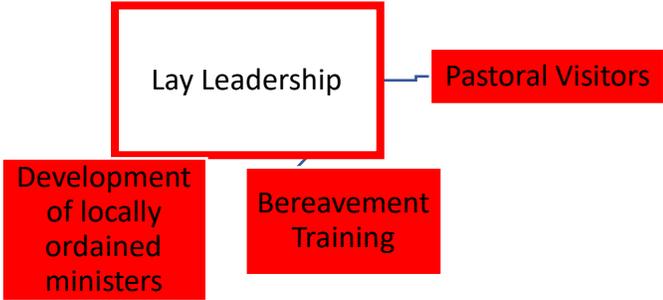
- Grow Strong (youth group)
- Golden Valley Pilgrim Trail
- Church @ Home
- Lay Leadership
- New Communities

For detailed plans for each of these projects see appendices.

Part 3: Looking ahead



Potential Mission Projects.



How can I contribute now?

Be a recognisable face of the church where I am.

Discern and enable local mission priorities in my cluster.

Shape worship in my cluster

Participate in the deanery-wide mission streams

Use ideas from the mission streams to support local mission priorities in my cluster.

Appendix

The following pages show:

An example/template of the table we will use for the planning, measuring, monitoring and evaluating the different projects which comprise our Mission Action Plans.

A selection of the plans for the key mission projects we're working on in 2021. These are still in development.

Plans will be reviewed Quarterly by the Joint Council and shared at Gatherings twice per year.

Mission Action Plan – TEMPLATE & DEFINITIONS (example information is completed in green text)

Mission Project Title:						Deanery lead/champion:	Last Update
What is our overall priority? Our overarching goal.						Who is responsible for the delivery of this plan .	
No.	Outcome: <i>What we want to achieve</i> <i>These should be specific, measurable, achievable, realistic and timed.</i>	Actions. <i>The steps required to achieve the outcome.</i>	Resources – <i>Financial and Human resources required to achieve the action</i>	Date for Action	Measurement Target/Achieved <i>A number should be provided for both LEAD and LAG Measures. LEAD Measure = Things that you DO LAG Measure= Things that happen as a result of what you do.</i>	Evaluation/Monitoring. <i>How we will know we've achieved our outcome. Evaluation should include:</i> 1. OUTPUTS (numbers) 2. OUTCOMES (narrative data) 3. LEARNING POINTS <i>This column will also be used for monitoring/interim progress reporting.</i>	Monitoring RAG Rating Green= On Track/Minimal Amber/Green = Slightly off track/moderate Amber/Red = Off Track/Serious Red = Critical
1.	Grow Strong meets monthly. It includes an adventure/ challenge activity and faith-based discussions and activities	Agree and circulate meeting dates for September - December	1) Liaise with Longtown – AM 2) Create publicity - AL	Sept-Dec	LEAD = 3 events held September - December LAG = 66% of attendees coming to 2 or more events.	3 events held. 78% of attendees came to 2 or more events which exceeded expectations. 3 Christian topics were explored. Harvest, Light (Halloween alternative) and Christmas	Green= On Track/Minimal
2.	'Growing Leaders' course with 10 participants, with 1 st cohort completing course end 2021	Taster Session followed by course	Archdeacon Derek & Jane Rogers	2020-2021	LEAD = 12 sessions provided attended by 10 people. LAG = 60% of attendees practising leadership within Deanery	3 sessions completed. 10 attendees.	Green= On Track/Minimal

Mission Action Plan – Grow Strong							Last revision: 03.02.21
Mission Project Title:				Deanery lead/champion:	Update Month/Yr:		
What is our overall priority? To develop a sustainable deanery youth group				Luci Morriss			
Outcome:	Actions.	Resources –	Date for Action	Measurement Target/Achieved	Evaluation/Monitoring	Monitoring RAG Rating	
1	Grow Strong meets monthly. It includes an adventure/challenge activity and faith based discussions and activities.	1) Liaise with Longtown – AM 2) Create publicity - AL	w/c 08.2.21	LEAD = 5 events held March - July LAG = 66% of attendees coming to 2 or more events.			
2	A consistent team of lay leaders support this project.	LM	February	LEAD = 3 lay leaders			
3	Grow Strong is a community	Leaders with AL's support	Discussion point for meeting in early Feb	LEAD = 8 grow strong facebook posts per month. LAG = 20 Reactions by Grow strong parents or attendees to posts made.			
4	Grow Strong members can explore their faith more deeply through visits to Taize or Greenbelt or through confirmation preparation	AM with AL's support	September	LEAD = Summer 2022, visit Taize or Greenbelt LAG = 2 confirmation candidates within 18 -24 months.			

Mission Project Title: Golden Valley Pilgrim Trail

What is our overall priority?					Deanery lead/champion:	Last Update	
To establish a pilgrim trail							
Outcome:	Actions	Resources –	Date for Action	Measurement Target/Achieved	Evaluation.	Monitoring RAG rating	
To establish a 3 and 5-7 day trail for pilgrims within the Deanery	Arrange meeting with interested churches	Zoom Meeting	February	LEAD: 8 churches attending LAG: 6 churches committing to trail			
	Accommodation	Funding available up to £5000	June	LEAD: 4 churches with accommodation involved			
	Production of Guide & Pilgrims Credential	Funded Church Pilgrimage	June	LEAD: Guide and Passport produced			
	Launch in June at Hereford Walking Festival	Churches in Tourism	June	LEAD: TBA LAG: % requesting more information??			
To investigate opportunities to use the trail for pilgrimage as a spiritual practice for mission and discipleship	Arrange a date for those within the deanery to book in and experience the trail.	Advertise via Deanery Update etc. - AL	Autumn	LEAD: 1 Date arranged. 6 max LAG: % ambassadors for the trail.			
	Investigate opportunities for offering an insight into pilgrimage as a spiritual practice to non-church groups.		May 2022	LEAD: 1 group complete. 6 max LAG: 33% displaying commitment to further missional groups.			

Mission Action Plan – Course for apprentice lay prayer and worship enablers. (Lay Discipleship)

Last revision:

Mission Project Title:					Deanery lead/champion:	Update Month/Yr:	
What is our overall priority? To support individuals to grow in their understanding of and participation in prayer and worship							
Outcome:	Actions.	Resources	Date for Action	Measurement Target/Achieved	Evaluation/Monitoring	Monitoring RAG Rating	
1	People within each Mission Community are authorised to lead and enable prayer and worship and offer pastoral and bereavement care across the Deanery ministering in their clusters and MC and online.	Devise or find a suitable course		By July 2021	LEAD = Course chosen		
2		Work with emerging clusters to put people forward		By August 2021	LEAD = 8 participants (minimum) 2 per Mission Community LAG = 4 participants for future/alternative courses identified.		
3		Run Course. 3 sessions per half term. For 2 terms in person and online		September 2021 – Easter 2022	LEAD = 8 attendees attending 12 sessions. LAG = 8 people leading prayer and worship in their Mission Communities.		
4		Commissioning service for those authorised		May 2022	LEAD = 8 people commissioned. LAG = 75% of those commissioned still leading in 2023.		
5		Re-start process for Course intake in September 2022		April 2022			
6		Deliver bereavement ministry training		Autumn 2021			
7		Deliver Pastoral Visitor Training		Spring 2022			

Mission Action Plan – Church @ Home

Last revision:

Mission Project Title: What is our overall priority? To support individuals to grow in their participation of prayer and worship.					Deanery lead/champion:	Update Month/Yr:	
Outcome:	Actions.	Resources –	Date for Action	Measurement Target/Achieved	Evaluation/Monitoring	Monitoring RAG Rating	
1	An integrated online community rooted in prayer and worship. Using Growth Cycle approach: connect, engage, commit, grow	Impact Assessment of online activities since March 2020	Easter 2021	LEAD: Baseline Data recorded LAG: Movement through the cycle is evident			
2		Integrate online community with existing traditional and emerging forms of church		LEAD:			
3	Provision of resources for prayer and worship for those unable to access online or traditional church	Provide resources via post every 2 weeks	Throughout 2021	LEAD: 25 packs delivered during 2021 LAG: Recorded feedback shows the spiritual value of this.			
4		Encourage “print and deliver” within Mission Communities	From Easter 2021	LEAD: 2 people per Mission Community are undertaking this activity. LAG: Conversations/Attendance at faith events are being triggered			
5		“Print and Deliver” integrated opportunities with other local		LEAD: “One-off” <ul style="list-style-type: none"> Resources provided as insert to one local magazine. 			

		magazines/events .			<ul style="list-style-type: none"> Resources available for distribution to Butty Van attendees Resources provided as part of Anna Chaplaincy work. <p>LAG: 5% of those receiving "one-off" resources opt to receive them on a regular basis.</p>		
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Mission Action Plan – New Communities							Last revision:
Mission Project Title:					Deanery lead/champion:	Update Month/Yr:	
What is our overall priority? To develop Christian community within new housing developments					New Rural Pioneer Priest and Intergenerational Missioner		
Outcome:	Actions.	Resources –	Date for Action	Measurement Target/Achieved	Evaluation/Monitoring	Monitoring RAG Rating	
1	This will find its shape during 2021 as the new Rural Pioneer Priest is appointed and the Intergenerational Missioner returns from maternity leave.						
2		Prayer Walks					
3		Develop relationship with existing Mother and Toddler groups					
4	To maintain and build relationships with Kingstone & Clehonger schools as a key part of forming connections in the new developments.	Provide half-termly assemblies at Kingstone and Clehonger Primary Schools	2021	LEAD: 6 assemblies delivered in each school per year.			