

Our Mission Action Plan

Parish: ST CHRYSOSTOM'S VICTORIA PARK MANCHESTER

Deanery: Ardwick

Period covered by this plan: Dec 2018 to Dec 2020

Please feel free to expand the boxes if you need more space.

Our Vision/Values

St Chrysostom's is a welcoming, inclusive and vibrant Anglican church, of the Catholic tradition, serving the Church of England Parish of Victoria Park. We are at the heart of our community in south Manchester. It is home to a community which worships in the inclusive Catholic tradition and which is here to welcome and serve all people regardless of ethnicity, age, relationship status, disability or sexual orientation, and regardless of how much or how little faith people have. St Chrysostom's is a welcoming, inclusive and caring faith community that embraces diversity and celebrates the joy of Christ

Stage 1 - Review

Where we are starting from - a realistic summary of our context and our present situation.

We are a parish with a deprivation rank of 981, and a population of nearly 14K. There are almost 4K occupied households and it is of high population density. Nearly two thirds of the population are aged between 18 and 29. Approximately a half of the Parish identify as white, and a third as Asian. Nearly a third expressed having no religious belief in the last census, and of the remaining two thirds were divided in the main between Christian (a slight majority) and Muslim.

There are two Church of England Primary schools in the parish, and University Halls of Residence. There are various hostels and projects, together with Nursing Homes and sheltered accommodation.

There is worship everyday at 5pm except Saturday, and the main act of worship is at 11 on Sunday which is a Mass, with average weekly attendance of 74. There is a Sunday School (Kharis), and evening worship on Sunday is varied to reflect the nature of the congregation, aiming to be as inclusive as possible.

Where we are going - a description of where we would like to be in five years' time

Our last MAP identified these priorities:

Growth: Developing our engagement with 12-30 years' olds. Enhancing worship and spirituality, for all ages, in our Catholic style and encouraging radical challenge. Aiming to see average Sunday attendance rise by 2.5% per year.

Service: working to develop pastoral care especially for the elderly. Developing our work of service to the schools and to outside agencies such as Cornerstone and the Medaille Trust. Reviewing and assessing our "Places of Welcome" and work to see more use of the Church building by Church and Community Groups, including use for music.

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Sustainable finances: aiming to increase regular giving by 5% and fund-raising income by 10% (per year), continuing to foster vocations, and encourage people to consider ministry and the Religious life in all its forms, and developing lay ministry. Developing our group work, for growth in spirituality, and growth in faith and its application.

It also committed itself to making the building safe and accessible, and to increasing outreach via web presence and hits, and to produce a plan for mailing and parish contacts.

These reflect our current hope to build on good practice, and to see further growth numerically and financially.

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Stage 2 - Prioritise

<p>How we will get there - a description of the priority actions if we are to 'get there'.</p>
<p>Priority 1 Growing <i>Points 1-6 see Stage 3 below</i></p> <ul style="list-style-type: none"> • We will develop our engagement with 12-30 years' olds • We will work to enhance worship and spirituality, for all ages, in our Catholic style and encourage radical challenge. • We aim to see average Sunday attendance rise by 2.5% per year
<p>Priority 2 Service <i>Points 7 -13 see Stage 3 below</i></p> <ul style="list-style-type: none"> • We will work to develop pastoral care especially for the elderly. • We will to develop our work of service to the schools and to outside agencies such as Cornerstone and the Medaille Trust. • We will review and assess our "Places of Welcome" and work to see more use of the Church building by Church and Community Groups, including use for music. • We will develop our music provision to be inclusive of vulnerable groups such as the Homeless and Trafficked • We will enhance security in the building
<p>Priority 3 Nurturing <i>Points 14- 20 see Stage 3 below</i></p> <ul style="list-style-type: none"> • We aim to increase regular giving by 5% and fund-raising income by 10% (per year) • We will foster vocations and encourage people to consider ministry and the Religious life in all its forms. • We will develop lay ministry • We will develop our group work, for growth in spirituality, and growth in faith and its application

Priority 4 Other

Points 21 – 29 see Stage 3 below

- We will enhance our building especially in working to make the Building safe and accessible for all, wherever possible in an environmentally friendly way.
- We aim to see an increase of Web hits, and to develop our Social Media
- We will produce a plan for regular contact and mailing within the parish

Stage 3 – Current activity plan.

What do we need to do and by when? Precise, time-based and measurable actions that help us achieve our priorities. It is assumed that this page will be updated regularly as the outworking of the plan develops and progresses.

Task / objective	Person Assigned	Resources available/required	Budget required	Timeline (expected start and completion dates)	Review method and timing
1.. Designate a Sunday to engage with children in all aspects of liturgy, and to make Kharis children more visible.	Kharis Leaders and clergy	Worship leaflets and Children's Materials	£50	1 st January 2019 -30 th June 2019	Kharis registers and Kharis leaders meeting notes and report to PCC in autumn 2019
2 To develop Evening Oasis and Sacred Space worship and enhance inclusion	Ministry Team	Liturgical Support, Materials and Publicity	£50	1 st February 2019 – 31 st January 2020	Attendance records and attenders' comments with report to PCC in Spring 2020
3. Produce a programme of activities / social events for young adults, by young adults, developing prayer and including a retreat.	Parish Assistants	Church meeting space Financial support Administration support	£30	Start 1 st September and end 31 st September Annually	Report to PCC in October each year
4 Appoint a "Champion" for 12-16 years old	To be assigned by PCC	N/A	Nil	1 st Jan 2019 ending 31 st March 2019	Report to and minutes of PCC
5. Record accurately attendance at worship and monitor progress	Church Wardens and Parish Assistants	Spreadsheet	nil	1 st Jan 2019 to 31 st Dec 2019	Received and reviewed by PCC at first meeting 2020
6. Designate one specific Sunday Mass to which to encourage attendance in September, especially by inviting those not recently seen.	Parish Clergy	Printed Invitations	£50	1 st May 2019 to 31 st Sept 2019 and annually	Church Registers record of attendance and record of invitations given out
7. Develop work with those isolated through age, and the Homeless	Ministry Team	Training regarding the work and Safeguarding Training	nil	1 st May 2019 to 30 September 2019	Record of Training and notes of Ministry Team meeting
8. Produce and distribute publicity posters and leaflets, including use of local languages	Parish Assistants	Printing and Admin support	£15	1 st Feb 2019 – 31 st May 2019	Record of distribution to PCC
9 Review child protection procedures in parish and procedures for protection of vulnerable adults, and arrange appropriate training.	Child Protection Officer and Vulnerable Adults Safeguarding Officer	Administrative support	£150	1 st Jan 2019 – 31 st March 2019 and again in 2022	Report to Annual Meeting
10 Form a small care group to plan pastoral work, and include those who are ill that we know by name in prayer lists and Sunday	Ministry Team	Training regarding the work and Safeguarding Training	nil	1 st May 2019 to 30 September 2019	Record of Training and notes of Ministry Team meeting
11 Develop the work of the Language classes and to seek grant funding	Church Wardens and Treasurer	Teaching Materials and Hospitality	£1500	1 st May 2019 – 30 th April 2020	Notes of Volunteers' Meeting and Report to PCC in June 2020
12 Develop Children's Voices, and to work with school and Community groups to make	Church Council	Meeting Place, appropriate books and Publicity	£300	1 st Feb 2019 – 30 June 2020	Record of Attendance and Record of Book Sales in Schools

books available to children					
13 Update photographs of church members and have an (informal) list of names of regular attenders	Parish Assistant	Printing Facilities and support	£10	1 st Sept 2019 – 30 Nov 2019 and Annually	Photographs in place by November each year
14 Inform members about regular giving and expenditure and encourage more giving Produce a simple poster showing in visual form how much money is spent and how additional funds could enhance ministry and work of the church. Poster to be publicised in Church and via social media.	Treasurer and Parish Assistants	Printing	£15	1 st Sept 2019 – 31 Oct 2019	Review by PCC
15 Encourage church members to undertake some creative fundraising, in April to July period.	Standing Committee	Appropriate Publicity	£20	Feb 1 st 2019 – July 31 st 2019	Record of sums raised and report /review by PCC in September 2019
16 Seek grant funding for such church activities as language classes, Childrens' Voices etc	Standing Committee	Assistance to apply to appropriate resources	n/a	June 2019 – July 2019	Report to PCC in October 2019
17 Form a small group to review lay ministers and the work they do and look at additional training, and look at ways of increasing lay involvement in the liturgy and work of the church.	Sub-Committee of PCC	Training regarding the work and Safeguarding Training	nil	1 st May 2019 to 30 September 2019	Record of Training and notes of Ministry Team meeting
18. Recruit leaders and helpers for Kharis,	Kharis Leaders	Printed Notices and Social Media	£15	June 1 st 2019 – 30 th April 2020	Kharis register and reports to PCC
19 Arrange two or three relevant Justice and Peace meetings, at least one to look at a social issue relevant to the local area	Clergy	Appropriate Meeting space and hospitality	£75	Jan 1 st 2019 – 30 th Nov 2019	Record of Attendance and review by leaders in November 2019
20 Arrange a sub group to recommend pattern of relevant group work for congregation, and particularly new members.	Church Wardens	Administrative Support	£25	By APCM in 2020	Report to APCM
21 Enhance and develop security in church using cctv etc	Church Wardens	Administrative Support	£25	By APCM in 2020	Report to APCM
22 Revise the strategy to enlarge the 'fringe' contacts Church has, and establish an 'invitation' list for special events..	Church Council	Training Meeting	£50	May 2019 to August 31 st 2019	Review by PCC in Autumn 2019
23 Arrange a Health and Safety Audit of the Church Building	Church Wardens	Administrative Support	nil	By APCM in 2020	Report to APCM

24 Consult on organ renovation and produce a plan for next steps.	Organists	Professional Support	£50	1 st Jan 2019 to 31 st March 2019	To and at APCM
25 Improve sound system within the church to increase sound quality in the chancel.	Clergy	Consult with Sound Engineer	£500	1 st to 31 st January 2019	Reviewed at PCC in February 2019
26. Revision and simplification of website, and way to record number of 'hits'	Parish Assistants	Web Access	£100	1 st to 31 st January 2019	To and at APCM
27 Revise and update circulation list for newsletters / invitations in area.	Clergy and Parish Assistants	Administrative Support	£50	1 st Jan 2019 to 31 st March 2019	Report to APCM
28 Produce a plan for further building work, arising from the Quinquennial report	Church Wardens	Administrative Support	nil	By APCM in 2020	Report to APCM
29 Work on Church being open	Church Wardens	CCTV and door alarm	£500	1 st January 2019 – 31 st July 2019	Record of Church being open and reviewed at PCC in Autumn 2019

<p>Our partners – what other people do we need to involve/consult – e.g. Mission unit/deanery; local authority; other churches; other organisations?</p> <p>Consult with appropriate people in Church House with relation to training and fundraising.</p> <p>Work and consult with the Medaille Trust and other agencies to develop work with the trafficked.</p> <p>Consult with the Olympias Music Foundation to develop work with children</p>

<p>Parish and Deanery - How our plan connects with and enhances the mission of the deanery as expressed in the current Deanery Plan?</p> <p>There is no current Deanery Mission Action Plan</p>
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Our mission action plan shows how we will play our part as a local church in the Diocesan vision of

**A worshipping, growing, and transforming Christian presence
at the heart of every community.**

This mission action plan was approved by the PCC on 18th November 2018

Signed : Post/office.....

Date :

Please send your plan, along with any supporting documentation to the MAP team – map@manchester.anglican.org. The MAP team will then review it and send it to your Archdeacon