

2016-2019

revision 0.4



PARISH OF MORPETH

Three Churches One Family

[MISSION ACTION PLAN – REVIEW AND NEW PRIORITIES]

A review of the last three years of our Mission Action Plan from 2013-2016. Using the review to help us develop our new Mission Action Plan for the next three years.

Mission Action Planning, Morpeth Parish. 2013-2016 REVIEW & NEW MAP 2016-2019

In September of 2013 the PCC and parish of Morpeth developed a Mission Action Plan (attached). This was to help the parish to develop a coherent and focused way of working. The MAP came up with 6 focuses for the parish. (1) To challenge each church in the parish to be intentionally local in its Mission. Recognising that each church needed to develop its own MAP (see 3,4 and 5) which, in part, was already being formed after discussions and vision mornings (Three Churches One Family). The second (2) being to centralise common activities such as maintenance/finance/mission giving/children and youth etc., and to commit to developing a budget to pay the parish share in full over the triennium. The last priority (6) was to seek ways in which the LMG (Local Ministry Group or SMDT Shared Ministry Development Team) had a role within the parish, looking at possible ways of developing external relationships and discipleship, but also to reflect on what role the SMDT might play in the parish. All of this was in the context of the Diocesan priorities of Youth, Buildings, Discipleship, Worship and Evangelism. The following is a short review on those priorities:

1. To develop a plan to maintain parish unity but to also grow and encourage intentional local mission around each church and community

Over the last three years each church has been working hard to develop ways of being intentionally local. This has given each church a clear focus and character and enabled some very imaginative ways of working both locally and throughout the parish. The three CMG (Church Mission Groups) have been meeting regularly and are now seeking new ways of working with the parish focusing on a new strategy of an UP-IN-OUT church, looking at Worship (UP) Fellowship (IN) Mission and Evangelism (OUT) in each local context. The parish went from one traditional Sunday service at alternating churches, to each church having a regular service every Sunday, developed in their own style, and building on their own strengths. A monthly healing service, Evensong and weekly Thursday service were also developed.

2. To centralise common issues such as building maintenance and finance, making the parish more efficient, able to pay its parish share, as well as allowing it to develop evangelism and mission more successfully.

The parish now has a central Fabric Committee. It is concerned with the maintenance of all three buildings. It has an annual budget which it has managed to keep to for the last three years. The committee have focused on making each building watertight and warm as well as developing a maintenance strategy. The new Financial Advisory Committee (FAC) has been formed with 6 members; it has developed a budget and reporting system to report to the PCC; has reviewed financial procedures and is continuing to seek to make the parish sustainable. Over the last 3 years it has managed to move the parish share from 50% in 2012, to 80% in 2015 with a planned 100% payment in 2016. It has managed the sale of the parish hall to facilitate the new community building at St Aidan's and will continue to develop a robust financial plan for the parish. The Mission and Social Group have been active in promoting events that profile Mission and Mission-giving in the parish as well as growing fellowship with monthly events and activities for the church family. The Youth and Children's committee has been formed but still needs to develop in the next MAP.

3. St Aidan's MAP. After the St Aidan's CMG meeting and day away, the group wished to develop the inherited mission-work of the church. The need for the church to have more of a presence in the community, and the deterioration of the parish hall (which serves Stobhill), helped to develop an idea of building a new facility for the community.

The CMG at St Aidan's completed the new community hub, along with the employment of a community worker with funding for three years. This was called the Beacon community project because the church wished to be a beacon of light (like St Aidan) to the community. The church have developed a new family church called Teatime Church and are seeking ways of developing this work with residents from the local estate. A holiday club was piloted very successfully; along with further development work with the elderly, Cuppa Club, Bingo, Grandparents and Giggles as well as Playtime Plus for

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young parents and children. The community room has now fostered new relationships with the community and the new building is being used to full capacity. The Beacon project is now under the parish banner and the church is seeking new ways of being intentionally local.

- 4. St James MAP. All three churches within the parish have adopted the same style of worship pattern over the years and St James CMG felt that there was a local need to develop a different pattern and to develop Children and Young people's work within local area.**

Early on, St James' adopted a new order of service, simplifying the parish liturgy, which was very traditional and seasonal. It has tried very hard to develop its own distinct and informal way of worship. The CMG group have been looking to develop a church that is UP-IN-OUT, and have piloted the vision work done with the mission initiative from Thomas Crook, Sheffield (UP-IN-OUT) which is being used with the other churches. At present, St James' is looking towards developing a town ministry and is seeking to develop hospitality within the church and to use it for new community uses such as "Morpeth Parish Advent market". It continues to be a focus for the local high and middle school as well as seasonal services such as Christmas and Easter where more activities have been planned with the local schools. St James' was the first to look at developing lay leadership with a programme of Lent lay preachers, which has been adopted at the other churches. "Journey", a young adult fellowship group, was started by some of our young adults. In response to developing more reflective prayer life in the parish, St James' started a Julian Group.

- 5. St Mary MAP. In 2013 there was a reordering project to provide toilet and kitchen. This needs to be completed and reordering finished, hospitality being the key CMG theme. They are now looking at the church environment and children within the church community.**

The reordering of St Mary's has now been completed; the building has new heating and is looking to develop new ways of doing hospitality. The church adopted very quickly the CMG model of working collaboratively with the local congregation and this model has now been adopted by the other churches. This has allowed the church to discuss growth and look at new ways of developing a local and intentional ministry in the Kirkhill and Loansdean areas of Morpeth. The church has grown in the past 3 years and we have seen families from traditional Anglican background attending. This has challenged the church to look at children and youth ministry. Junior church is very successful and is looking to develop further in our next MAP.

- 6. Shared Ministry Group (SMDT) MAP. To seek, through prayer, to establish who they are. To help develop an ecumenical project in the town and possibly develop this into a "churches together" initiative as at present the Churches together is only represented by ministers alone.**
- a. Pastoral network**

The Local ministry group have gone through a period of reflection looking at what role they might play in the parish. After some time of prayer and visioning, it was felt that the PCC needed a vehicle to discern the direction of the parish, as well as having a way of pulling together the various strands of ministry that might be lost, due to the energy being used to develop each church's local focus. Therefore the SMDT under the chair of Rev. Beth Rookwood started to take the local vision from each church and plot them within the parish MAP. This has allowed the SMDT to identify areas of weakness or areas that need developing as parish-wide initiatives, such as Baptism, Wedding and Funeral ministry. They have also looked at visiting/Pastoral ministry and training such as prayer ministry and discipleship initiatives such as "Start" and "Alpha". The SMDT is continuing to develop and will be a key component in the next MAP.

** The following 4 pages are the original MAP for Sept 2013-Sept 2016.*

Mission Action Planning, Morpeth Parish. 2013-2016 REVIEW & NEW MAP 2016-2019

| Aim | Action | Timescale | Who | Resources | Progress | Completed |
|--|---|---|--|---|---|--|
| <p>PCC</p> <p>To help develop a plan to maintain parish unity but to also grow and encourage local mission around each local church and community</p> <p>To centralise common issues such as building maintenance and finance making the parish more efficient able to pay its parish share as well as allowing it to develop evangelism and mission more successfully.</p> | <p>Establish a parish organisation plan</p> <ul style="list-style-type: none"> To speak to the PCC and develop an agreed strategy. To agree to change service times to allow each church to develop its own community. See attached diag. <p>Establish Maintenance group and disband individual CMC's (Church Management Committees).</p> <ul style="list-style-type: none"> Look to recruit people (new groups) Get PCC approval Approach all CMC's Make CMC group into Local Mission Group CMG <p>Establish Finance group to set budgets</p> <ul style="list-style-type: none"> Appoint treasurer Approach people with view to join group. Set Budgets for all groups and activities | <p>Starting 2013</p> <ul style="list-style-type: none"> September Have a meeting with Church Wardens and Ministry group Present to PCC the new Strategy for adoption October Seek PCC approval for change of service times. November to change service times and to implement new CMG's after consultation with CMC's Dec To bring together the fabric and finance groups. To start work on formalising groups Jan-March Establish Finance and Fabric groups, agree Chairs and develop governance to groups Report to PCC regularly with Budget and maintenance issues. Pay parish share. | <p>Initially implemented by PCC with Wardens, Ministry group and Rector.</p> <p>Rector to bring together Treasurer and those with interest in Finance and building works</p> <ul style="list-style-type: none"> Treasurer now in place Mark Donkin Fabric group Chair now approached Dave Pope. First meeting now held and Governance discussed Finances group still to meet but initial budget plan formulated for discussion with group, Richard Wheatley. | <p>Very little resources required.</p> <ul style="list-style-type: none"> Papers to be provided Consultation process <p>Resources needed are people skills for building and finance.</p> <ul style="list-style-type: none"> The parish possesses a number of folk with the necessary professional skills who need to be identified and approached. | <p>PCC has been presented with new parish way of working (See appendix) and agreed to implement October 2013 ✓</p> <ul style="list-style-type: none"> The new service times have been agreed ✓ 4-5 services in the parish with a service every Sunday in each church to establish a sustainable local church community & every fifth Sunday a joint service. ✓ CMC's now disbanded and new CMG's established and tasked with doing MAP in each community (See following sheets) ✓ <p>Fabric Group established and being implemented</p> <p>Finance group not yet established but due to meet Feb 2014 ✓</p> | <p>Although the initial process has now been complete we need to review and look at outcomes making sure that the PCC ensure to original outcomes are being accomplished. ✓</p> <p>Both groups now established need to be regularly reviewed and report to PCC each month. ✓</p> <p>Budget Parish share monthly and pay 80% plan 100% 2016 ✓</p> |

Mission Action Planning, Morpeth Parish. 2013-2016 REVIEW & NEW MAP 2016-2019

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| <p>ST Aidan MAP After the St Aidan's CMG meeting and day away. The group wished to develop the inherited mission work of the church. The need for the church to have more of a presence in the community and the deterioration of the parish hall (which serves Stobhill) helped to develop an idea of building a new facility for the community.</p> | <p>To sell the parish Hall with planning permission and use money to develop a new community room on the side of the church building & create a community project with worker.</p> <ul style="list-style-type: none"> • Cost to parish Hall to repair 150k • New building 250k to existing Church • To do a feasibility Study, | <p>Starting Nov 13</p> <ul style="list-style-type: none"> • Nov CMG meeting to seek a way forward. Paper produced for PCC. • Dec local consultation, parish council and authorities. • Jan planning process. DAC • March. Start funding campaign go out to tender • June to go on site • July interview for Community worker • Sept Complete and start community worker. | <p>Rector to instruct architect with PCC approval. Approach local partners.</p> <ul style="list-style-type: none"> • Architect now commissioned. Chris Blackburn • Funding group formed with Roy Beasley chairing • Finances and separate accounting for the project needed. Richard Wheatley. | <ul style="list-style-type: none"> • Money funds released from church funds to pay for first phase. Planning. • Sale of land/hall/Curate's house. • Fundraising team • Working group looking at project and community link. Project now called "St Aidan's Community Beacon Project" | <p>So far...</p> <ul style="list-style-type: none"> • PCC approval • Planning and DAC applied for. ✓ • Funding brochure & publicity to be issued once planning approved. ✓ • Funding with projected sale of land, (once planning obtained) allocated so far 200k. ✓ • Look at possibility of selling curate's house and purchasing (at Cost) new curate's house on development at old hall. Using any profit to help with project. | <p>Not yet...but Working group looking at possibly adding a community worker to project so the project is not just about a building but about a community project. Partnership with Barnabas safe and Sound - now running Boys' Club on estate.</p> <p>Completed and new community worker installed 3 years of funding.</p> |
| <p>ST James MAP All three churches within the parish have adopted the same style of worship pattern over the years and St James CMG felt that there was a local need to develop a different pattern and to develop Children and Young people's work within local area.</p> | <p>To seek to develop a new service pattern.</p> <ul style="list-style-type: none"> • To look at the liturgy and develop a simpler Common Worship service booklet. • To look at the church layout • Develop signage to building. • Develop a new Junior church | <p>Starting December 13</p> <ul style="list-style-type: none"> • November Present PCC with possibility of new liturgy for St James. • January Consultation with Ministry group and others produce prototype service bk. • Develop ideas for church and signage • Pull together Junior Church task group. | <p>Rector, Warden & Ministry group to commission work for Service sheet.</p> <p>Group to look at Signage and Church layout.</p> <p>Rector to approach a children's coordinator.</p> <ul style="list-style-type: none"> • Lindsey Gilfillan now agreed to lead Children's work between churches. | <p>Very little resources required.</p> <ul style="list-style-type: none"> • Gather group together <p>Very little resources required.</p> <ul style="list-style-type: none"> • Gather group together <p>People needed for Junior Church, seek to find those new and old alike to help develop Children's work.</p> | <p>Prototype service book now out to consultation with ministry group ✓</p> <p>Signage now approved and group needed to develop church space ✓</p> <p>Junior church running but meeting needed to co-ordinate Children's work</p> | <p>To be completed by March 2013 ✓</p> <p>✓ Signage Complete</p> <p>March to complete Church space ideas</p> <p>To meet and review progress May-June</p> |

Mission Action Planning, Morpeth Parish. 2013-2016 REVIEW & NEW MAP 2016-2019

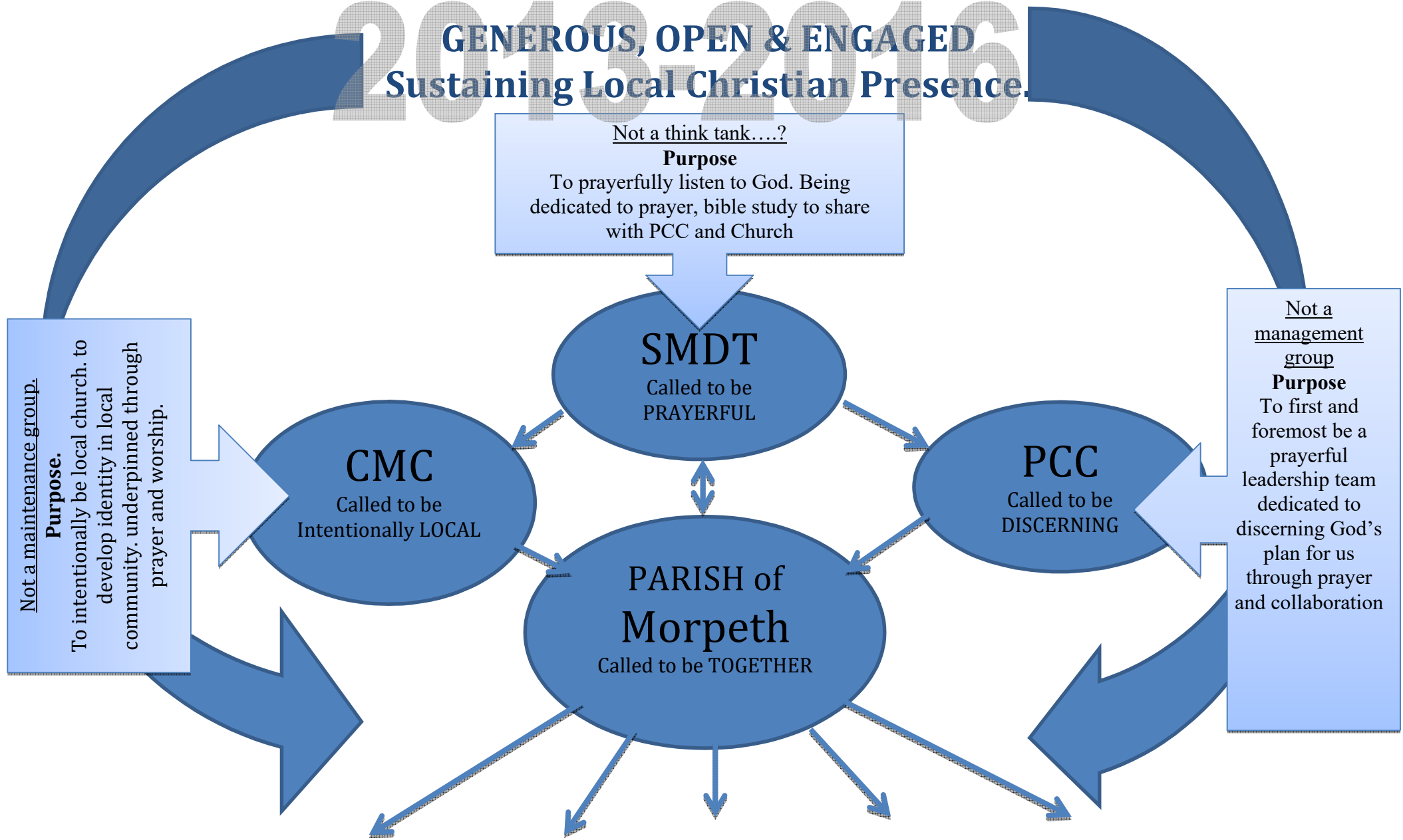
| Aim | Action | Timescale | Who | Resources | Progress | Completed |
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| <p><u>St Mary MAP</u> In 2013 there was a reordering project to provide toilet and kitchen in the church and this needs to be completed and reordering finished, hospitality being the key CMG theme. Looking at the church environment, and children within the church community.</p> <p><u>Local Ministry Group MAP</u> To seek through prayer to establish who they are. To help develop an ecumenical project in the town and possibly develop this into a "churches together" initiative as at present the Churches together is only represented by ministers alone. Pastoral network</p> | <p>To seek to develop the church to be a warm and friendly atmosphere.</p> <ul style="list-style-type: none"> Complete heating to satisfactory level To look at the church layout within the context of worship and occasional services Sound system & lighting. Develop a new Junior church area and group <p>Commit to meeting regularly to pray and study together.</p> <ul style="list-style-type: none"> To read "a Generous Orthodoxy" by Brian McLaren together to celebrate our different traditions <p>To Develop a pray diary like Newbiggin to engage community and church together</p> <p>To not loose work done on Pastoral Network but wait for right time to pursue.</p> | <p>Starting December 13</p> <ul style="list-style-type: none"> December to ensure the works carried out during 2013 are completed. January Ensure heating is adequate and working. Develop ideas for church layout and how St Mary's do church. Pull together Junior Church meeting March. Look to decorate and finish reordering. Sept Regularly meet each month at Rectory for time of reflection and study Feb to look at Prayer diary seek to gather other folk from church communities and float idea of town prayer diary April meet and set group up with tasks and timeline. Produce booklet for 2015 | <p>Group with Warden CMG to look at Church layout.</p> <ul style="list-style-type: none"> Brian Hedley bringing together task group to look at this. <p>Rector to approach a children's coordinator.</p> <ul style="list-style-type: none"> Lindsey Gilfillan now agreed to lead Children's work between churches. <p>LMG which is called SMDT group to commit to meeting with Rector and OLM.</p> <p>Group needs to float idea and key coordinator will be needed from group</p> <ul style="list-style-type: none"> Dorothy Maclean noted as possible key role for ecumenical contacts | <p>Very little resources required.</p> <ul style="list-style-type: none"> Gather group together <p>People needed for Junior Church, seek to find those new and old alike to help develop Children's work.</p> <p>Very little resources required</p> <p>People needed to sustain and engage with work. SMDT enable and facilitate also to encourage and resource group with project. Deanery fund might support such initiative.</p> | <p>Group needed to develop church space</p> <p>✓</p> <p>Junior church running but meeting needed to co-ordinate Children's work. ✓</p> <p>Group meeting and committed until 2015</p> <p>New group members still need to be recruited.</p> <p>At idea stage. Local minister approached and idea has been accepted by all the denominations. No group formed as such.</p> | <p>To be completed by March 2013</p> <p>March - to complete Church space ideas and implement.</p> <p>To meet and review progress May-June</p> <p>April 2015 when group will review its work.</p> <p>January 2015 Change of direction after vision evening with new remit.</p> |

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How could we work.....What are we called to be?

As a Diocese we are called to be: **GENEROUS, OPEN & ENGAGED** Sustaining Local Christian Presence.

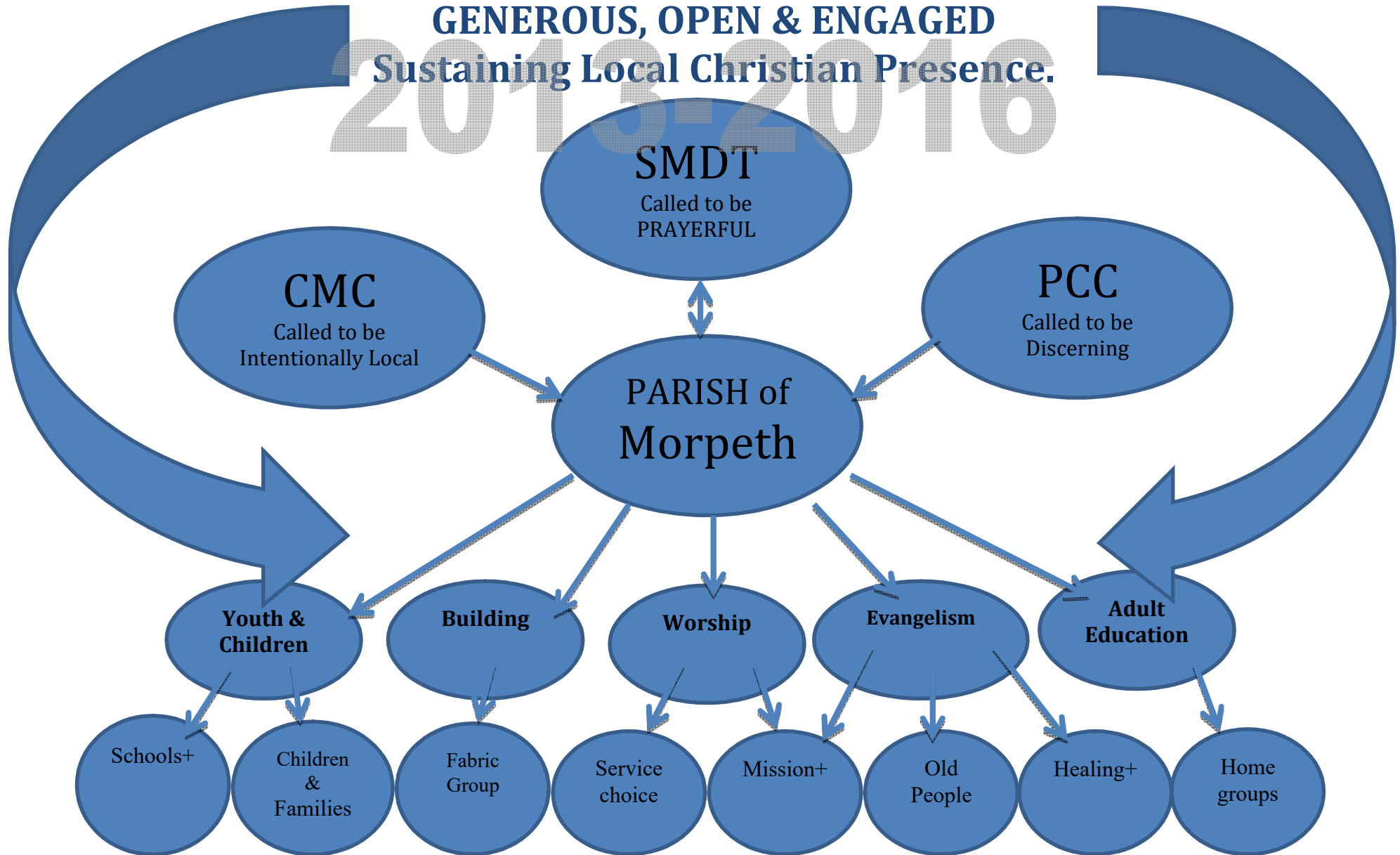
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2013-2016
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Forward to the New Map 2016-2019

Central to 'Living God's Love' is the task of discernment - discovering the road God is calling us to walk. We should only undertake the process of Mission Action Planning (MAP) if we are prepared to look, listen, reflect and pray. This should lead us into planning and prioritising; seeking, with the Spirit's guidance, to discern a vision and a course of action.

There are some strong messages in our congregations' responses to our questionnaire coming through loud and clear; they will have to be embodied in our MAP. There are warnings that we need to take care not to be so focused on practical activity that we fail to give enough time and encouragement to our spiritual well-being and our relationships with God.

- We need to continue to encourage everyone to become actively involved in worship, study, prayer and outreach.
- We must try not to let our budgetary issues and concerns overwhelm us, although we MUST acknowledge that we constantly struggle to make ends meet.
- We need to continue to help people to be involved in all aspects of Church life, by making sure we build strong teams to share in ministry and in our ongoing tasks: spiritual, financial and practical.
- We need to encourage the recognition and development of the gifts of those within the congregations and on the fringe.
- We need to continue to work very hard at our communication and to encourage everyone to be proactive in their commitment to the parish.
- We need to continue to provide a variety of study, prayer and fellowship opportunities and encourage and enable far more people to be involved. Although we try to be caring congregations, we need to build on this to take us forward as we welcome new members.

Important

What follows is simply a starting point. Our Action Plan should be seen as a dynamic, responsive document. Central to 'Living God's Love', is the task of discernment – discovering the road God is calling us to follow. Therefore, with the Spirit's guidance, we might need to find the courage to change our plans.

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MORPETH PARISH MAP OCTOBER 2016 DRAFT. o.4

| Aim | Action | Timescale | Who | Resources | Progress | Completed |
|--|---|---|--|---|----------|-----------|
| <p>Respond to feedback from the congregations following the Attendance and Welcome Report</p> | <p>Commission a representative whole-parish task group to review the services and opportunities we provide across the parish for worship and spiritual growth both on Sundays and at other times to include: the services we offer (including Sunday service timings), content, leadership and range of participants. Looking at prayer, study and outreach opportunities and possible ways to increase the numbers involved.</p> | <p>Task group commissioned to begin on 1 November 2016. Initial feedback to PCC by 30th December 2016 then ongoing</p> | <p>VS Ministry Team SR St Aidan's SM St James's MO St Mary's</p> | <p>Time for gathering evidence; meeting time; degree of admin support from office</p> | | |

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| Aim | Action | Timescale | Who | Resources | Progress | Completed |
|---|--|--|---|--|--|-----------|
| <p>PCC 1/Develop a communication plan/ strategy for the parish enabling reporting to PCC and church, as well as showing lines of communication and accountability.</p> <p>Making the parish and Mission clear to church its work/ members PCC and town</p> <p>2/To seek to grow lay leadership and lay ministry in the parish to enable the worshipping life of the church not be dependent on ordained or licenced leaders.</p> | <p>Develop a small group to take on this piece of work</p> <p>Complete audit of all user groups, committees and interested parties</p> <p>Work closely with Standing committee</p> <p>Identify and publish lines of communication</p> <p>Develop a strategy of more lay participation (already implemented with Lay preaching in Advent and Lent).</p> | <p>September Have group set up and remit agreed by the end of the month</p> <p>Audit to take place and conversation with Standing committee.</p> <p>December Present a first draft for discussion with PCC</p> <p>January Publish and explain lines of communication and reporting for PCC use</p> | <p>Wardens Ministry group PCC Rector</p> <p>PCC Rector Wardens Ministry group</p> | <p>Papers to be provided</p> <p>Consultation process</p> <p>Recognition of those who have a ministry in leading worship and preaching. SMDT have done a people and talent audit to be used to seek out folk that might want to be part of lay leadership teams. Existing teams and those involved with Simply worship as well as Readers and ordained to recognise and encourage more participation.</p> | <p>Diocesan LMDT meeting about collaborative work priority of communication. SW, JH, VC (with BH)</p> <p>Diocese looking at ways of licensing lay leadership.</p> | |

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|---|---|--|---|---|---|-----------|
| <p>3/St Aidan To develop the UP-IN-OUT strategy. Seeking to use the relationships and work done in first MAP to grow the local church developing existing congregation and new emerging congregation.</p> | <p>Vision meeting already done. Teatime church going from monthly to two per month and new 9.30 agreed to serve older congregation.</p> <p>Grow holiday clubs and community activities building on relationships already forged with school and community</p> <p>Three working groups already formed looking at UP-IN-OUT</p> | <p>August 2016 Vision meeting with CMG and discuss ways forward and where we might want to be in 3 years</p> <p>September Implementation of extra 9.30 and Teatime church</p> <p>January 2017 Review and possible inclusion of weekly family teatime church</p> | <p>Church Warden, Rector and CMG</p> <p>Curate to lead on building leadership group from existing members - new members joining from Teatime Church</p> <p>Community worker to continue to build bridges and develop holiday clubs and schools work</p> | <p>People with right gifts needed</p> <p>New parents and those helping with Teatime Church.</p> <p>Mission-minded existing congregation</p> <p>Curate/ Pioneer more focused on community and possible new congregation.</p> | <p>Vision morning 6th August DONE.</p> <p>IME training plan agreed with Rector 40/60 Parish/Pioneer work</p> | |
| <p>4/St James To develop the UP-IN-OUT strategy. Seeking to develop the building to be a more hospitable and welcoming venue. To continue to look at the worship and ways of being more inclusive. Seeking ways of doing mission in the town and building on the fellowship within the church.</p> | | <p>October 2016 Plan to be formed from each group and sent to SMPT to add to MAP</p> <p>Jan 2017 Instigate action plans, budget and seek PCC agreements if needed</p> <p>May 2017 Review of process and where we are going.</p> | <p>Church Warden, Rector and CMG</p> | <p>Very little needed CMG needed for initial ideas then task groups to take on individual areas of priority.</p> | <p>Vision Morning 16th July DONE.</p> <p>Ideas to be shared and discussed.</p> | |

Mission Action Planning, Morpeth Parish. 2013-2016 REVIEW & NEW MAP 2016-2019

| Aim | Action | Timescale | Who | Resources | Progress | Completed |
|---|--|---|---|---|---|-----------|
| <p>5/St Mary To develop the UP-IN-OUT strategy. Seeking to develop the liturgy and worship along with provision for growing children and families. To continue to develop and seek new ways of OUT and what it is to be intentionally local in the context of its position.</p> | <p>To hold a Saturday morning UP-IN-OUT Vision day</p> | <p>October 2016 set date for vision morning.</p> <p>Dec 2016 formulate ideas and share with SMDT</p> | <p>Church Warden, Rector and CMG</p> | <p>CMG needed for initial ideas then task groups to take on individual areas of priority.</p> | | |
| <p>6/Local Ministry Group MAP To develop the UP-IN-OUT strategy parish wide. To look at being an integral part of the lines of accountability and communication structure. To continue to challenge the parish where there is need of provision such as Youth and children's work, Pastoral provision and discipleship</p> | <p>To hold a Saturday morning UP-IN-OUT Vision day</p> | <p>October set date for vision morning.</p> <p>January 2017 agree and finalise MAP with possible areas added.</p> | <p>SMDT group with possible further recruitment to group if required</p> <p>Curate to chair group</p> | <p>Very little needed SMDT members to facilitate.</p> | <p>Curate/Pioneer made chair January 2016</p> | |