

**St Luke’s Church, Sway**

**3 YEAR STRATEGIC MINISTRY PLAN, [June *2024 – June 2027]***

For Approval by the PCC on June 18th 2024

**Registered Address: Church Lane, Lymington Hampshire SO41 6AD**

**St Luke’s Church, Sway**

**VISION STATEMENT**

**“Living the mission of Jesus – making a difference”**

**OUR VALUES WILL BE CHARACTERISED BY….**

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| Values | Description |
| **Loving** | *“Love one another as I have loved you. “ John 13: 34/5* |
| **Serving** | *For we are God’s handiwork created in Christ Jesus to do good works, which God prepared in advance for us to do,” Ephesians 2:10* |

**STRATEGY FOR ST LUKE’S CHURCH, SWAY**

The 9 Key Result Areas have been expanded indicating appropriate timings and responsibilities. This is a three year rolling programme starting June 2024 and running until mid 2027. Each year an additional year of planning will be added and be brought to the members for approval or amendment.

**THE CHURCH HAS 9 KEY RESULT AREAS - SUMMARY**

## GROWTH AND CARE

By extensive listening, ear to the ground, in the community and church groups (for example welcoming, hospitality children’s groups, coffee mornings) to enable the pastoral team to be aware and confidentially act upon these known needs in the community and church.

1. **WORSHIP**

 By developing a range of worship opportunities so people come to know Jesus in Spirit and in Truth.

1. **MISSION**By informing our church community of the needs of others both near and far through supporting partnerships with ministries and para church agencies.
2. **ECO CHURCH**
By prayer, worship, information and practical action to care for God’s creation and tackle climate change.

## FAMILIES AND COMMUNITY

 By creating opportunities for people to connect and discover their potential for the benefit of people living in the parish while offering
 hospitality, fellowship, discipleship and by sharing the Good News of Jesus.

## SOCIAL AND HOSPITALITY

By modelling the hospitality of Jesus and offering regular and one off opportunities for people to gather supporting the key objectives of the church.

## BUILDINGS (AND FABRIC) By maintaining and developing St Luke’s buildings and grounds to enable delivery of the church’s key objectives.

## FINANCE By establishing a sound financial framework for the continued and enhanced functioning of the church within the community of Sway which will be informed by the vision of bringing the message of Jesus to all people.

## OPERATIONS, ADMIN & COMMUNICATIONSBy effectively servicing the management of the PCC and communicating to the wider community the misson of Jesus and making a difference.

**Initials used in the plan are as follows:**
V - Vicar

CW - Church warden

BCM - Bishops Commission in MIssion

BPP - Bishops permisson to preach

LLM - Lay Licenced Minister

O - Ordinand

PTO - Permission to Officiate

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| **ITEM** | **KEY RESULT AREA AND OBJECTIVES** | **BY WHEN** | **BY WHOM** | **RESOURCE IMPLICATION** |
| **1** | GROWTH AND CARE**By extensive listening, ear to the ground, in the community and church groups for example welcoming, hospitality children’s groups, coffee mornings etc. to enable the pastoral team to be aware and confidentially act upon these known needs in the community and church.** |  |  |  |
| (a) | Hold monthly meetings to be aware and act upon the needs in the community and church | Through 2024 | Whole Pastoral team | Time for meetings- no financial cost |
| (b) | Increase bereavement care and welcome by following up non church members with 2 who are bereaved with visits from the team |  Ongoing 2024 | Sandra and Janet K  | Time – no financial cost |
| (c) | Grow the pastoral team by 1 key person to specifically support young families connected to church. The church is growing younger and we need more pastoral support for these families.  | End 2024 | Jane and Claire | Prayer point throughout year at Tuesday prayer time |
| (d) | Communicate details of our online services to the housebound and care homes so they can worship at home. Audit our opportunities and action.  | Comms by Oct by Feb 25 | Comms – Sophie and pastoral visitors to homes.  | Comms time – 10 hours in total |
| (e) | Succession plan for when Kevin moves on - for Monthly Birchy Hill communion service | Estimate Mid 2024 | Jane and PCC |  |
| (f) | Offer BCM training course to new and existing members | End 2024 | Janet K and Alison and any new home visitors.  | Time for 6 week course and £60 per student.  |
| (g) | Listening: to offer a non anxious listening ear at after weekly service coffee times and share any concerns with Jane or the pastoral team to act upon and meet the needs of the church and community.  | weekly | Whole pastoral team | Time for extensive listening.  |
| **2** | **WORSHIP****By developing a range of worship opportunities so people come to know Jesus in Spirit and in Truth.** | **BY WHEN** | **BY WHOM** | **RESOURCE IMPLICATION** |
| (a) | Build a single active licenced ministry team and meet termly  | Jan, April and Sept | Active licenced ministry team | time |
| (b) | 9.30 Sunday service review and how to serve new families and the community building from the baby groups and Messy church. | Dec 24 | Jane Taiwo Sophie, Merilyn, Stuart | Time and cost of refreshments and advertising – estimate £200 |
| (c) | Discipleship: Hold an annual Lent course open to all.  | Easter 31st March | Jane plus ministry team support | Time Estimate £50 heating, books, refreshments |
| (d) | Support and maintain the rhythm of existing traditional services: 11am, midweek services, care home services, evensong, special festival services with an emphasis on choral worship and pastoral care.  | Every week | Jane choir, licenced leaders/preachers | Time  |
| (e) | Intimate worship key objective? tbc |  |  |  |
| **3.** | **MISSION****St Luke’s actively supports Christian missional activity beyond the life of our own Christian Community. It does this by informing our church community of the needs of others, both near and far, through supporting partnerships, ministries and para-church agencies.**  | **BY WHEN** | **BY WHOM** | **RESOURCE IMPLICATION** |
| (a) | Encourage interest in Christian mission work in the UK and overseas;Hold events and publish regular news updates to promote interest in mission activities. |  |  |  |
| (b) | Nurture and strengthen support (financial, practical, prayer, personal) between the primary mission partners and members of St Luke’sPlan at least three Mission Sundays annually to develop and sustain the interest of the congregation in the Primary Missionary Partners. |  |  |  |
| (c) | Maintain active contact with the church’s Primary Mission PartnersFacilitate visits to Rwanda and Uganda, in partnership with the Lyndhurst deanery every 12 to 18 months (this to include Kisiizi Hospital). Encourage at least three participants from Sway on each visit |  |  |  |
| (d) | Direct our Mission Giving as agreed by the PCC, through which we seek to honour God by the giving of our ‘first-fruits’ to the primary partners, but also the secondary links in line with the PCC’s policy on Mission Giving; (see Annex 2 Mission Giving Policy)Recommend to the PCC the distribution of 7% of St Luke’s tithe. Also to promote fund raising for specific cause |  |  |  |
| (e) | Inform and stimulate interest within the congregation by promoting the activities and work of our mission links within St Luke’sInviting representatives from our core agencies to speak at services twice a year e.g. CAP, Compassion, Bible Society. Children’s Society |  |  |  |
| (f) | Encourage individuals in their own ministry and sense of callingSupport and encourage individuals who feel called to short- or long-term mission |  |  |  |
| (g) | Respond to major national or world crisesSuggest advice and ideas to the PCC for how St Luke’s might respond |  |  |  |
|  **4.** | **ECO CHURCH****By prayer, worship, information and practical action to care for God’s creation and tackle climate change.** | **BY WHEN** | **BY WHOM** | **RESOURCE IMPLICATION** |
|  | Fulfilling God’s mission to share His creation and knowledge of Him intentionally with others. Evangelism objective is a primary focus. |  |  |  |
| (a) | To annually organise a Climate Sunday service with guest speaker, and monthly include caring for God’s creation and/or praying for environmental issues world-wide across all-age worship and teaching in church and/or outreach, thus maintaining A Rocha Gold for ‘Worship’. | Ongoing 2024-2026 | Vicar Jane in liaison with Eco Church and prayer team | Volunteers no cost |
| (b) | To maintain and develop St Luke’s churchyard and garden for people and wildlife, continually promoting and bi-annually surveying bio-diversity, and continually promoting community awareness / use including Facebook, participation in Sway Open Gardens and eco / heritage information evening, thus maintaining A Rocha Gold for ‘Land’ | Sway Open Gardens: June 2024 & 2026Info evening: Nov 2025Rest: ongoing 2024-2026 | Andrea & Sheila with Eco Church team /gardening team (and Lymington Naturalists for survey) | Essential hedging / tree work contractor costs |
| (c) | To work alone or with others to annually work with local/national environment / conservation groups (e.g. Caring for God’s Acre), organise awareness raising events, promote the use of ethical food in church in liaison with other ministries where food involved, and complete litter picks, thus maintaining A Rocha Gold for ‘Community and Global Engagement’. | Ongoing 2024-2026 | Wendy, Jonathan & Eco Church Team | Volunteers no cost |
| (d) | To encourage the church community to live sustainably, communicating at least monthly by newsletter and Facebook, promoting personal carbon footprint audits, ethical transport, reduced energy / waste, ethical food / investment and wild-life friendly gardening, while also providing recycling bins and a communal Christmas card tree, thus achieving A Rocha Gold for ‘Life style’ by December 2026. | Ongoing 2024-2026 | Malcolm & Eco Church team | Volunteers and recycled /re-used materials for tree: no cost |
| (e) | To liaise with Buildings team to meet the Church of England published target of Net Zero Carbon by 2030.To install LED lighting in our Church building - initially in Chancel, by January 2025. Thereafter, in whole building, by end 2026. Continue to minimise paper / water usage, encourage recycling & use of environmentally friendly cleaning products. For the Church Rooms -use fund-raising events/appeals (and grants if available) to achieve cavity wall insulation by December 2025.To conduct a feasibility study on Solar PV installation in January 2025, either on the Church Rooms roof or the Church roof - or both. Depending on the outcome of the study, begin fund-raising for solar panels immediately in 2025. This work will enable us to move from Silver to Gold in the Buildings section of the A Rocha Eco Church survey. The long-term aim is to have renewable energy systems in place at St Luke's Church by 2028.To bear in mind and, in due course, consider carbon-offsetting schemes available in our mission partner country, Rwanda. There may be Diocesan info and support for this. | Chancel lights Jan 2025Church rooms cavity wall insulation Dec 2025Whole church lights Dec 2026Feasibility study re Solar PV Jan 2025 | Jonathan, Andrea & Eco Church team to liaise with Buildings team | Finance required for LED lighting in church & cavity wall insulation in church rooms: Possible fund raising |
| **5** | FAMILIES AND COMMUNITY**By creating opportunities for people to connect and discover their potential for the benefit of people living in the parish while offering hospitality fellowship discipleship and by sharing the Good News of Jesus.**  | **BY WHEN** | **BY WHOM** | **RESOURCE IMPLICATION** |
| (a) | Research: review the paid and voluntary work needed to support the objectives of families and community work.  | 31st Dec 24 |  PCC and church consultation  | time |
| (b) | Set up and establish a small community steering group that reports to PCC via Family and Community PC link.  | By March 15 23 | PCC families link | Volunteers no cost |
| (c) | Training: Continue the development of volunteers to promote their confidence skills and capacity - 2 training sessions per year | End 2024 | Winchester Diocese | Deanery funded.  |
| (d) | Discipleship: listen to new toddler groups and Messy church and offer appropriate Christianity Exploration course to run in April 2025 | End April 2025 | PCC/new community steering group | 2025 cost for course and food.  |
| (e) | Hospitality: build Monday and Friday toddler groups and engage 4 key helpers from within them.  | Review by Easter 24 and in place by Sept 24 | Claire and volunteers  | Time, heating, refreshments and resources- £200 |
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| **6** | **SOCIAL AND HOSPITALITY****By modelling the hospitality of Jesus and offering regular and one off opportunities for people to gather supporting the key objectives of the church** | **BY WHEN** | **BY WHOM** | **RESOURCE IMPLICATION**  |
| (a)  | Grow the team: Seek 3 extra volunteers to enable hosting sharing meals as church family and to welcome new people and share our love of Jesus | Sept 24 | PCC or new hospitality volunteers | Time. |
| (b) | Offer coffee after weekly services in church to build times of fellowship and welcome. | End 2025 | Coffee team | £300 for coffee time |
| (c) | Mission team hold church lunches after each mission service- 4 times a year.  | June 25 | Mission team and other volunteers | Time and donated or minimal cost |
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| **7** | **BUILDINGS AND FABRIC****By** maintaining and developing St Luke’s buildings and grounds to enable delivery of the church’s key objectives.  | **BY WHEN** | **BY WHOM** | **RESOURCE IMPLICATION**  |
| (a) | Develop annual budget for each following year | Sept PCC 17.9.24  | Buildings team | Agreement from finance to modify finance reporting to allow separate monitoring of buildings budget |
| (b) |  Complete quinquennial inspection  | By end 2024 - Booked 12th Sept 24 | Buildings team | Time from the buildings team Architect cost refunded by diocese |
| (c) | Complete the following repairs:* Repointing
* Additional leadwork
* Parapet stone replacement
 | End Sept 24  | Buildings team or delegated project manager | Project manager (volunteer)Cost - £20K in budget plus special appeal.  |
| (d) | Deliver annual maintenance programme within budget | End 2024 | Buildings team and church administrator | £ in budget |
| (e) |  Replace rainwater goods on church building | End Sept 2026 | Buildings team or delegated project manager | Special appeal and volunteer project manager |
| (f)  | Produce options for/plan for ongoing use or development of youth centre/church rooms site.  | Discuss Nov PCC away day and form sub group  | Sub group delegated from PCC. | Consultant fees £1500? |
| **8** | **FINANCE****By establishing a sound financial framework for the continued and enhanced functioning of the church within the community of Sway which will be informed by the vision of bringing the message of Christ to all people.**  | **BY WHEN** | **BY WHOM** | **RESOURCE IMPLICATION**  |
| (a) | Bi monthly monitoring of accounts and performance against budget for agreement by PCC | PCC meetings | PCC | Budget prepared by church accountant at no cost |
| (b) | Review of the 3 year forward plan annually to check it is relevant for the budget.  | 16 Nov 24 | PCC and finance team | time |
| (c) | To produce a termly Money Matters newssheet giving money updates to church members | Jan April and Sept  | Finance team and comms |  |
| (d) | To move to contactless giving at toddler groups or events in church rooms using tablet and sum up | weekly | Users of groups |  |
| (e) | The PCC agree future budgets in line with the vision of the church and encourage gifting to be able to do this. Hold specific services in ‘Generous June ‘ to focus on financial giving and good/clear report at APCM | End June 24 | Jane, Finance team and Preachers | Diocese Generous June resources |
| **9**  | **OPERATIONS, ADMIN & COMMUNICATIONS****By** By effectively servicing the management of the PCC and communicating to the wider community the misson of Jesus and making a difference.  | **BY WHEN** | **BY WHOM** | **RESOURCE IMPLICATION**  |
| (a) | Engage PCC support for the ongoing development of processes and procedures for the smooth running of the office and all operation activities. To this end recruit a volunteer to assist in the office for 4 hours per week and put in place appropriate training for existing staff by starting Sept 2024 | 1st Sept 2024 | PCC | Time for trainingNo cost |
| (b) | Livestream or broadcast pre recording for every regular and traditional service during 2024. - every Sunday reasonable goal?  | Every week  | AV volunteer team | AV team and £ in budget |
| (c) | Parish news – improve and make easier to produce and wider available | July 31st 2024 | Sophie | none |
| (d) | Connect website, parish news and social media to share same content | End 2024 | Sophie |  |
| (e) | Website: initial review and update with view to more work in 2025 | End 2025 | Volunteer |  |

Every objective must be a **SMART** OBJECTIVE

**Specific** (assigned to a person for overall responsibility and not a vague aspiration)

**Measurable** (even spiritual objectives can be measurable in terms of behavioural change and Engel scale approach)

**Achievable** (they need to be realistic within the time frame and capacity of the congregation to deliver)

**Relevant** (they need to be relevant to the Key Result Area and the wider church vision)

**Timed** (usually a month specific date as a target for completion, these can be spread over the full 3 years of the plan)

End