

St. Nicolas, Cranleigh
A Vision for the Way Ahead 2014 – 2018 (April 2015 Update)

THE VISION

St Nicolas Cranleigh
A Community Growing in Faith, Hope and Love
Reaching into the heart of the local community
Leading all to the liberating truth of Christ

To achieve this, we will seek

- to be an inclusive church, welcoming all in the love of Christ*
- to be a light shining in the community*
- to uphold Christian values*
- to make a stand for truth and justice on issues local, national and international*
- to respond to the changing culture of the 21st Century*
- to deepen our faith and understanding of what it means to be Christian*
- to encourage All Member Ministry*
- to be a church representing the whole age and social profile of the community*
- to encourage the building of Community Spirit within the Village*
- to grow our current membership*

This Vision seeks to support at a local level the Diocese of Guildford's Common Purpose Initiative, to be:

- Growing in Spiritual Maturity*
- Growing in Numbers*
- Growing in Community Engagement*

RATIONALE

- *This is intended as a 'living' document, and can be changed at any point*
- *It is envisaged that the Areas 2-11 listed below will each become Committees of the PCC (if they are not already) made up of both PCC members and non-PCC membership.*
- *The Committees will become Budget Holders in the proposed Budgets for adoption by the PCC*
- *It is assumed that all the 'things we do well' will continue and grow across the five year period*
- *Much of this is dependent on the necessary Financial and Human Resource support*

APRIL 2015 UPDATE

- **Ongoing**
- **Urgent (including missed 2014 targets)**
- **Medium/Long Term**
- **New**

1.PCC

2015	2016 - 2017	2018-2019
<ul style="list-style-type: none">• Encourage a greater understanding of the role of being a PCC Member• Encouraging better attendance at meetings• Review of Committee Structure/Committee Terms of Reference (For implementation after 2015 APCM)• Encourage better 2 way communication (feedback from PCC to congregation)• Review of Delegated Powers (particularly in respect of Financial decision-making)• Each church committee to have a representative on the PCC• Review of how often we meet (maybe every 6 weeks – 8 meetings a year?) (For implementation after 2015 APCM)	<ul style="list-style-type: none">• Review size of PCC	<ul style="list-style-type: none">• Review of all PCC activities and assessment of effectiveness

2. FINANCE AND ADMINISTRATION

2015	2016 - 2017	2018 - 2019
<ul style="list-style-type: none"> • Initiation of a Time and Talents Programme (Autumn 2015) • To use our Parish Mission Statement in all communications • Ongoing attention to Planned Giving (target 5% PA) • Encourage all forms of tax-efficient giving • Review of office opening times/Administrator hours • Work towards making the Parish Office more welcoming as point of first contact for many people Encouragement to church members to include a bequest to church when making wills • The Parish Office to become a 'central hub' for the smooth running of the Parish. 	<ul style="list-style-type: none"> • Priority given to annual thank you letters to regular givers • Review Financial procedures in relation to Weddings, Funerals and Church Rooms • Developing clear role descriptions (Everyone must know who is responsible for what) • To design and employ a Parish 'Brand' in our Communications, so that all letter, emails, notices etc are recognizably belonging to St Nicolas. (<i>link to Marketing Committee</i>) 	<ul style="list-style-type: none"> • Review of all Finance and Administration activities and assessment of effectiveness

3. BUILDINGS AND RESOURCES

2015	2016 - 2017	2018 - 2019
<ul style="list-style-type: none">• Welcoming areas (Church and Halls, as well as our outdoor spaces) <i>(Budget Implication)</i>• Health and Safety (pathway safety - South door and porch entrance – Chancel Step – need for handrails) <i>(Budget Implication)</i>• Quoin Replacement <i>(Budget Implication)</i>• Repair of Thurlow Memorial <i>(Budget Implication)</i>• Review slip risk on crescent patio area at West door <i>(Budget Implication)</i>• Review trip/slip risk in Lychgate	<ul style="list-style-type: none">• Audit of our Hall/Meeting spaces and to consider upgrading <i>(Budget Implication)</i>• Explore and consider option of selling present Parish Rooms site alongside the sale of the School site to fund (or part fund) a new build attached to the Church <i>(Budget Implication)</i>	<ul style="list-style-type: none">• Create space in Church to allow creativity in worship, make it possible to serve drinks and food after services, concerts etc, and allow for greater Community use (concerts/exhibitions etc) <i>(Budget Implication)</i>• Review of all Buildings and Resources activities and assessment of effectiveness

4. WORSHIP

2015	2016 - 2017	2018 - 2019
<ul style="list-style-type: none">• Review of Service Pattern, especially to find solution to the 'issue' regarding the two distinct styles of worship at 10am on the 1st/3rd Sundays and 2nd/4th Sundays.• When a solution to the above is found there will become a need to create areas of 'meeting' between the different congregations. This is one of the most pressing issues facing us if we are to be a healthy church which is able to live out the Vision• Consider renaming 'Family Service' in order to overcome exclusivity issues• Hymn Choices (explore the need to introduce a new hymn book to replace both A&M and Mission Praise. Need for a book which incorporates a wider range of styles) (<i>Budget Implication</i>)• Updating of Service Books (<i>Budget Implication</i>)	<ul style="list-style-type: none">• Review of our music resources. Encourage greater liaison between choir and music group. Explore new ideas such as an instrumental group and children's choir• Encourage music repertoire that spans our two distinct traditions• Encourage expansion of ecumenical collaboration between the four churches serving the Cranleigh area	<ul style="list-style-type: none">• Explore greater collaboration between neighbouring Parishes (Ewhurst, Alfold, Shamley Green) to make best use of Human Resources• Review of all Worship activities and assessment of effectiveness

5. YOUNG PEOPLE

2015	2016 - 2017	2018 - 2019
<ul style="list-style-type: none"> • Implement a Support Group for the Youth and Families Worker and the volunteers working with Young People • Kids of Faith (Review in order to encourage expansion of membership) • Encouraging young people to join groups that are at present exclusively adult (choir, severs, bell-ringers) • Young people's representation on Committees (PCC etc) • 11 – 14 years olds – what next? • Changing Georgie's job title to 'Youth and Families Minister' • Youth and Families Minister to become a Licensed Post • New Job description and contract of employment for Youth Minister • Encourage greater links and collaboration with our Church School and other schools in the parish • Encourage progression from group to group as children outgrow their existing groups 	<ul style="list-style-type: none"> • Seek to overcome a culture of 'us and them' between young and elderly in the congregation. 	<ul style="list-style-type: none"> • Expand Volunteer base (train people to help Youth/Families Worker and to do the things she hasn't got time to do) • Review of all Young People's activities and assessment of effectiveness

6. PASTORAL CARE

2015	2016 - 2017	2018 - 2019
<ul style="list-style-type: none">• Co-ordination of PA work• Nurturing Pastoral Teams incorporating people who are not PA trained (Particular current need for Baptism Support, Bereavement Care and Home Visiting Teams)• Co-ordination of Communion for those who are housebound• Train more PAs• Having a central point of Communication for Pastoral Needs (Parish Office, or the recruitment of an individual?)	<ul style="list-style-type: none">• Explore the possibility of setting up a Pastoral Network throughout the Parish	<ul style="list-style-type: none">• Review of all Pastoral Care activities and assessment of effectiveness

7. COMMUNICATIONS

2015	2016 - 2017	2018 - 2019
<ul style="list-style-type: none">• Consolidate new Marketing Group into a Communications Committee with oversight for all our Communication• Discover most effective ways of 'marketing what we do• Review processes for data sharing between those responsible for the various medium of communications to ensure consistency• Review of siting of External and Internal Noticeboards (Need to think about condition, suitability and visibility – Content of material displayed (<i>Budget Implication</i>))• Discover and make use of people with Graphic Design skills to take responsibility for producing printed material• Clarify who is responsible for maintenance of current material) Website – current issues/data (keeping all pages up to date)• Making better use of the press (appoint a volunteer as Parish Press Officer?)	<ul style="list-style-type: none">• Consider publication of a Parish Directory to improve channels of Communication within membership• Above requires us to tighten up on our compliance with data protection laws• To design and employ a Parish 'Brand' in our Communications, so that all letter, emails, notices etc are recognizably belonging to St Nicolas. (<i>link to F&A</i>)	<ul style="list-style-type: none">• Replacement/upgrade of all Noticeboards (<i>Budget Implication</i>)• Review of all Communications activities and assessment of effectiveness

8. MISSIONS

2015	2016 - 2017	2018 - 2019
<ul style="list-style-type: none">• Making best use of resources in supporting Missions• Review of the charities we support• Congregation would like to have more feedback about what charities are being supported and more input into the choice of those charities• Greater support of local Mission Groups• Review sustainability of existing level of giving• Identify and appoint a new Chair of this group	<ul style="list-style-type: none">• Increase congregation awareness of the work of the charities we support	<ul style="list-style-type: none">• Review of all Missions activities and assessment of effectiveness

9. OUTREACH

2015	2016 - 2017	2018 - 2019
<ul style="list-style-type: none">• Creating more opportunities for Community engagement and making better use of those opportunities, so that the Church to be a noticeable presence at Village groups/events• Making better use of the opportunities provided by the Occasional Offices• Communicating better with local community (Link to Marketing) (<i>Budget Implication</i>)• Make Flower Festival and Christmas Tree Festival regular (either Annual or bi-annual) events in our calendar• Explore other potential uses of the Church building for secular events	<ul style="list-style-type: none">• An organised Campaign (Mission) to the Village Community (This will work best if coordinated and supported through Churches Together in Cranleigh)	<ul style="list-style-type: none">• Review of all Outreach activities and assessment of effectiveness

10. DISCIPLESHIP

2015	2016 - 2017	2018 - 2019
<ul style="list-style-type: none">• A New Initiative on Prayer• Continuation of Alpha/Seekers Courses• Deepening of teaching opportunities• Making better use of Home Discussion Groups to deepen personal faith• Review Prayer Ministry/Healing Ministry at or after services	<ul style="list-style-type: none">• Support Groups Setting up platforms to explore important current issues in relation to faith (High Profile/Quality guest speakers (<i>Budget Implication</i>))	<ul style="list-style-type: none">• Review of all Discipleship activities and assessment of effectiveness

11. SOCIAL AND FUNDRAISING

2015	2016 - 2017	2018 - 2019
<ul style="list-style-type: none">• Developing an organised programme of events throughout year, targeting different age/social groups• More social events which raise funds Link to Finance and Administration• Encourage congregation to partake in their own 'mini-enterprise' fund-raising.• Proactivity from the Social Committee to facilitate above• Encourage use of schemes such as 'Easyfundraising' and 'Charity Choice'• Making the most of Social Events as opportunities for outreach• Expanding effectiveness of Gift day	<ul style="list-style-type: none">• More regular fund-raising events and initiatives• Consider a parish Talent Scheme	<ul style="list-style-type: none">• Review of all Social and Fundraising activities and assessment of effectiveness