

Epsom Methodist Church Development Plan 2017-2020



We believe God's mission is that the kingdom will come on earth
We want to be a healthy growing church playing our part in that mission
Our purpose is to respond to God's love in Christ for everyone – by being a real focus in the town for Christian teaching, worship and care

The purpose of the Development Plan is that we use it:

- To help us make choices about how we spend our time and use our resources.
- To discern where we are making progress
- To continue to notice what we believe God is doing with us and through us

We have attempted to clarify the difference between our mission, objectives, goals, strategy, things that can be measured or noticed, and specific actions;

Our current plan comes out of our previous 'Healthy church' objectives, whole church consultations in 2017 and Leadership Away Days and feeds into our action planning.

The Development Plan takes each area; its objectives, strategy, things that can be measured or noticed, and breaks them into smaller tasks/actions to show what we are doing, why we are doing it, who is responsible, when etc.

Throughout, we believe that prayer should be central to all our activities and hope to include all ages.

Objectives for 5 areas.

These objectives are generally, **what we hope to achieve to be part of God's mission**

- **We worship** - to articulate our love of God in worship, prayer and service
- **We learn** - to deepen our relationship with God through Jesus Christ
- **We care** - to give and receive love and support to those in need
- **We serve** - to use the gifts God has given for the good of others
- **We look outwards** - for others to discover God's love and power in their lives

We believe God's mission is that the kingdom will come on earth

We want to be a healthy growing church playing our part in that mission

Our mission: *(the part we are playing in God's mission at the moment)*

'Our purpose is to respond to God's love in Christ for everyone – by being a real focus in the town for Christian teaching, worship and care'

In the pages that follow we look at each one of the 5 areas and ask:

- What are our goals? (what we hope to achieve over the next 3 years)
- What is our strategy? (the main approaches towards achieving our goals)
- What will we measure and notice if we fulfil that goal? (how we will know if the goal has been met)
- What is our action plan? (what are we doing or going to do)

WE WORSHIP

We Worship - to articulate our love of God in worship, prayer and service

Our Goals – specifically, what we hope to achieve in the next three years:

- That there will be a variety and richness of worship which is engaging, accessible, challenging and inspiring.
- Each congregation, whilst having its own identity, shares a common vision and mission with the whole church

The Strategy - the main approaches we will use to achieve our goals:

- Develop the spiritually uplifting nature of our services
- Incorporate teaching that is scripturally based, relevant, inspiring, accessible and practically helpful
- Develop leadership and involvement within each congregation

How will we know if we have met our goals?

We will be able to measure:

- Number of people participating in / leading / assisting in worship
- Number of people attending worship

We will notice:

- Members are more confident in praying and worshipping, they recognise their own growth in God and worship of him
- More giving, serving, willingness to share testimony, excitement about and hunger for God and care for others
- People are more engaged in prayer and share stories of answered prayer

What is our action plan? - what we are doing or planning to do:

- Identify, train and develop leaders in each congregation
- Recruit additional musicians / worship leaders
- Survey congregations - what is liked/ helpful etc.
- Increase the diversity of service music styles and the number of people leading music
- Review and renew the church's musical instruments and sound systems (as necessary)
- *Regularly / Quarterly*: Gather EMC preachers to talk and pray about forthcoming preaching themes
- Develop series of teaching themes for services and Small Group discussion
- Produce theme sermon notes for Small Groups discussion
- Sermons on the church web page

WE LEARN

We Learn - to deepen our relationship with God through Jesus Christ

Our Goals – specifically, what we hope to achieve in the next three years:

- We become: better disciples, more devoted followers of Jesus Christ
- 90% of the congregation involved in a small group
- Up to 10 more small groups
- Up to 20 more lay leaders

The Strategy - the main approaches we will use to achieve our goals:

- Increase our awareness and understanding of the Bible
- Develop our prayer life, through small groups and in services

How will we know if we have met our goals?

We will be able to measure:

- % of church involved in a small group
- Number of group leaders
- Number of small groups
- Number of people serving
- Number of people giving
- Number of people giving more

We will notice:

- Leaders are more confident in leading and in developing ideas
- Small groups worship and pray together
- Members are more confident to talk about or excited by sharing their faith.
- People grow in their knowledge and love of the Bible

What is our action plan? - what we are doing or planning to do:

- Run 'the Bible Course' February-March 2018
- Promote Small Groups through publicity, services and 1:1 contacts
- Encourage and inspire existing Small Group leaders
- Recruit and train new Small Group leaders
- Develop our teaching ministry through themed preaching
- Develop or source Small Group materials, including themes content from Sunday sermons
- Develop a teaching programme that is engaging, accessible, relevant and practically helpful
- Whole church teaching course/s - Joint house groups and whole church invitation
- Youth and Children's group leaders informed of the preaching and teaching themes and discussion materials
- Children's activity days/ weeks planned throughout the year by Children's and Family worker and Support Group

WE CARE

We Care - to give and receive love and support to those in need

Our Goals - specifically, what we hope to achieve in the next three years:

- We support and help all members and others who need assistance in times of difficulty or need according to our capacity to do so
- Every member is connected to another member

The Strategy - the main approaches we will use to achieve our goals:

- Promote and develop networks of communication and care
- Notice and act, via *Link* System and Pastoral Team, when people are missing or unwell
- Welcome and follow up newcomers

How will we know if we have met our goals?

We will be able to measure:

- Number of pastoral visitors
- Each member having a *Link* person
- Number of weekly pastoral visits
- Numbers of people attending pastoral training programmes

We will notice:

- More people feeling included or connected
- People enjoying their fellowship together
- EMC developing a reputation for care and compassion

What is our action plan? - what we are doing or planning to do:

- Maintain a strong pastoral care team, with clarity of role and developed through
- Identify specific people on the Pastoral Team for each congregation
- Sharing of 'concerns' through Pastoral Team – followed up by team/ minister
- Track pastoral visits/ phone calls
- More pastoral visitors and pastoral care training
- Ensure good communication between Pastoral Team, Links (incl. Small Group Leaders and ministerial team)
- Recruit more Link people and link up newcomers
- Promote Link system and Small Group involvement
- Teach about caring/ fellowship/ community
- Visits, phone calls, letters by Link person or Pastoral Team (incl. ministerial team)
- Training for door and welcome stewards
- Newcomers' procedure followed
- Responsible person/s appointed for newcomers
- Tracking and persistent follow-up of each newcomer

- Bereavement support group
- Cradle Roll Secretary contacts baptismal families

WE SERVE

We Serve - to use the gifts God has given for the good of others

Our Goals - specifically, what we hope to achieve in the next three years:

- Every member is involved in serving; using their gifts according to their ability to do so
- We provide a safe supportive place for all to serve

The Strategy - the main approaches we will use to achieve our goals:

- Recognise the variety of gifts God has given and types of service that are possible
- Identify needs and resources (including people)
- Provide training so that we become a safe place to serve

How will we know if we have met our goals?

We will be able to measure:

- Number of jobs filled
- Number of people volunteering
- Number of people feeling involved in serving
- Less burden on the usual volunteers

We will notice:

- Skills are developed
- People realise and use their gifts
- Ongoing ministries less under strain
- New ministries possible because more help is available

What is our action plan? - what we are doing or planning to do:

- Identify 'Service' as one of the 'Preaching and teaching' focuses
- Teaching about service and use of gifts
- Identify volunteers working in different areas of church life (and outside),
- Promote volunteering opportunities in church life through 'Jobs vacant list' –and by personal invitation
- Training, resourcing, encouraging and supporting volunteers
- Clear job descriptions for specific roles

WE LOOK OUTWARDS

We Look Outwards - for others to discover God's love and power in their lives

Our Goals – specifically, what we hope to achieve in the next three years:

- Lives are changed through knowing Jesus
- We reach out to others through a range of events providing opportunities for non-members to participate in events
- 200 new people attending worship or small groups

The Strategy - the main approaches we will use to achieve our goals:

- Outreach to the community in radical caring ways
- Invite and welcome others to outreach events
- Build points of contact between EMC and the community
- Build on our existing EMC community
- Identify and reach out to focus groups (e.g. parents and families, different age groups, genders and abilities)

How will we know if we have met our goals?

We will be able to measure:

- Number of people/ families attending events/ worship and becoming more involved in church life, including small groups

We will notice:

- Newcomers return and join regular church activities (worship/ small groups) and deepen their faith - lives are changed
- People more willing to share their faith
- Increased involvement in outreach activities
- New ministries starting
- Existing projects more intentionally mission focussed
- Passion and desire for the lost

What is our action plan? - what we are doing or planning to do:

- Launch Mission Action Group
- Teach about 'reaching outwards', to inspire and encourage people to get involved and develop a heart for the lost and evangelism
- Provide regular and active mission and outreach events and points of contact between the church and the community
- Hold at least ten outreach events/ projects – for a variety of ages; including courses (e.g. Alpha) as places of invitation and welcome
- Sharpen the focus and support for outreach projects currently planned or running
- Start new compassion projects

- Build on the contacts and community that we already have in place
- Encourage / reach out to target groups (parents and families, different age groups, genders and abilities)
- Meet with other Churches Together in Epsom to look at ways of working together
- Signage, resources and access to the church assist those coming into the building and reflect our mission
- Set up a Communications Group to assist publicity content and methodology

Definition of terms:

Members = those who are part of the EMC community including formal church members, community role and adherents.

church/ EMC = in context to mean the local congregation at Epsom Methodist Church

Lay leadership = people appointed to leadership positions or tasks within the church who are not ordained ministers

Small Groups = groups that meet regular for fellowship and learning, this may be 'House groups' or groups meeting at EMC

Key focus or action groups = groups for which a particular event is planned e.g Holiday at home – housebound or elderly, 'Secret Angel' – families

Compassion projects = projects which demonstrate God's loving care to people in the wider community – e.g. Soup Kitchen, Food Bank, Homelessness support

Outreach = the outward-focused work of the church in service and evangelism