

# THE DOWNS BENEFICE

ST. MARY'S CRAWLEY ST. MARY THE LESS CHILBOLTON ST. CATHERINE'S LITTLETON  
ST. STEPHEN'S SPARSHOLT WITH LAINSTON ST. PETER AND HOLY CROSS WHERWELL



## The Downs Benefice bMAP

### Introduction

At the Diocesan Synod Conference in September 2013 four Strategic Priorities for Mission were agreed. These set the agenda for the work of the Diocese over the next 3 years.

In 2014 each Deanery in the Diocese produced a three year action plan for Mission (dMAP), using these Strategic Priorities.

In 2015 each Parish or Benefice produced their own Parish Plan (pMAP) or Benefice Plan (bMAP) which in turn links into the Deanery Plan; the Downs Benefice took the decision to produce a bMAP.

Our Benefice Council and the five PCCs discussed the four Strategic Priorities and the Objectives of the dMAP, and, as a result, produced the following bMAP.

Even so, it is recognised that the Plan is not set in stone but is a living document which will change over time. An on-going bMAP group will therefore regularly review the Benefice's progress against the Plan objectives and report regularly to Benefice Council; will consider changing needs and circumstances over time; and, in consultation with the Parishes and their wider communities, will develop amendments to the Plan, as required, for consideration by the Council.

**Approved by Benefice Council: 28th October 2015, updated on 20th January 2016, 25th January 2017 and 31st January 2018.**

**Approved by Deanery: 13th September 2015**

**Diocesan SP 1: We grow authentic disciples** going out as individuals passionately, confidently and courageously sharing our faith, and coming together as creative church communities of prayer and worship that live out kingdom values.

**What do we want to achieve? (Objective)**

- *To encourage and support more people in the community to live out their lives in the way Jesus taught us, by identifying, motivating and training significant numbers of Lay people to support our Ministry team in response to the ever-widening gap between the availability of clergy resources and the need for expanding ministry throughout the Benefice.*

**How will we know if we have achieved it? (Outcome)**

*More members of the community will join us in achieving our vision of being a welcoming thriving and growing Christian family embedded in the wider community.*

<b>What will we see as a result? (Measurable Outputs)</b>	<b>What steps will we take to achieve this and when? (Active Inputs)</b>
<i>Lay Worship Leaders (other than Licensed Lay Ministers) identified and trained to lead our worship in its many forms.</i>	<p>2016 and ongoing: The Ministry team, with the assistance of the bMAP implementation team, will identify those who have a gift and an interest in assuming the role of Lay Worship Leaders; also agree with them the specific activities that these people wish to lead e.g. leading services, preaching, children's work.</p> <p>2016: Train those Lay Worship Leaders that have been identified ; the training will be organised, by the Diocese. 10% of services to be led by laity by end of first quarter 2017 and thereafter to meet demand.</p> <p>2017: Sally Wesley and Alastair Barron completed Diocese BCM for Lay Worship Leaders course, and Gaynor Childs completed BCM Pastoral Missioners course-all three are now commissioned.</p> <p>2018: Di Payne, Carol Coleman and Andrew Kent are now doing BCM worship/transition courses. Ongoing need for additional Lay Worship Leaders and Pastoral Missioners to be regularly reviewed and, if required, to be identified, trained and licensed.</p>
<i>Growth in numbers of those attending House Groups and Julian meetings.</i>	<p>2016: Review numbers of House Groups, Prayer Groups, and Julian meetings currently in the Benefice by 1st March 2016. Increase membership of these by 10% by end of 2016; implementation to be led by Group leaders.</p> <p>2017: PCCs provided current numbers of those attending House Groups, Prayer Groups and Julian meetings; and agreed to work with Group Leaders to increase numbers, during year, by a further 10%. Numbers to be reviewed by end of year.</p> <p>2018: PCCs and Group Leaders to continue to grow numbers attending and, when considered necessary, to form new groups with identified leaders</p>

<p><i>Increase in Home Communion Administrators.</i></p>	<p><i>2016: Review need for additional Home Communion Administrators. If required, train the additional Home Communion Administrators and have at least two in each parish by the end of 2016.</i></p> <p><i>2017: Based on 2016 review, existing team deemed sufficient. However, should be increased during year if needed.</i></p> <p><i>2018: Although increased team not required in 2017, continue to review requirements</i></p>
<p><i>Lay-led marriage preparation course.</i></p> <p><i>Lay-led baptism team.</i></p>	<p><i>2016: Rector to decide whether laity should assist in the delivery of marriage preparation and baptism courses. If so:</i></p> <ul style="list-style-type: none"> <li><i>• Diocese and Deanery to assist in the identification of such courses.</i></li> <li><i>• Rector to select course to be used.</i></li> <li><i>• Laity identified and trained to lead/participate in marriage preparation and baptism courses.</i></li> <li><i>• Benefice Office to include courses in pre-wedding/baptism procedure.</i></li> </ul> <p><i>2017: Rector to meet with members of laity who have delivered such courses in the past, to decide whether their assistance would be beneficial and should be utilised. If agreed, implement as set out for 2016.</i></p> <p><i>Rector decided that laity should not assist in the delivery of marriage preparation and baptism courses. She would continue this work when she meets with the wedding couples or parents of child to be baptised.</i></p>
<p><i>Initiatives previously implemented in other Benefices.</i></p>	<p><i>During 2017, be alert to the experiences and successes of other Benefices, and to consider the best and most appropriate for future implementation.</i></p> <p><i>2018: Benefice Council members to identify initiatives where advice and support from other Benefices in Deanery would be beneficial. If required, Benefice members of DMPC to liaise with representatives from other Benefices and identify where such advice/support can be obtained.</i></p> <p><i>Also, DMPC members to continue to offer support of Benefice to other Benefices.</i></p>

**Diocesan SP 2: We re-imagine the Church** intentionally connecting and engaging with our local communities in culturally relevant ways. We will rejoice in the richness of the “mixed economy” of all ministry and proactively promote vibrant parochial and breathtaking pioneering ministries amongst ‘missing’ generations, e.g. children, young people, under 35s.

**What do we want to achieve? (Objective)**

- *To build a strong and growing congregation by nourishing, encouraging and increasing contact with all age groups across our Benefice and to develop Christ’s mission in this place*
- *To encourage mission and outreach through participation in courses identified and led by the Deanery, and develop innovative ways to find times when people could be reached. Times when people could become involved and take part in the Christian community, ways to meet the needs of those who don’t or can’t attend our churches on Sunday mornings.*

**How will we know if we have achieved it? (Outcome)**

*Growth in all generations actively engaged in the life of the Church, in particular, the numbers of the "missing generations", e.g. young families, children and youth (YFCY).*

<b>What will we see as a result? (Measurable Outputs)</b>	<b>What steps will we take to achieve this and when? (Active Inputs)</b>
<p><i>The use of new forms worship/services to meet the needs of the "missing generations", and, at the same time, continuing to cater for the needs/preferences of the existing congregations.</i></p>	<p><i>2016: Complete the review of service patterns, including more use of our successful invitational services, in the Benefice and implement agreed changes, in order to meet resource requirements and availability; those changes already agreed by PCCs to be implemented from 1st June 2016. Other recommendations of Service Review team to be considered by Rector and decision made as to whether to support/implement these.</i></p> <p><i>2017: Rector to provide proposed common form of service for 10 am Family Communion and Family Services in first quarter; subject to agreement of Benefice Council and PCCs, to be used by Benefice from agreed date.</i></p> <p><i>Review of orders of service used for special events e.g. Epiphany to be completed by end of 2017. If proposed by Rector and approved by Council, Parishes to consider utilising thereafter.</i></p> <p><i>New orders of service trialled in certain services throughout 2017. To be implemented in 2018</i></p>
<p><i>Broader cross-section of all generations worshipping and connecting with the Christian message in our churches and in other ways, other places.</i></p>	<p><i>Establish a team to review possible new forms of worship and/or the enhancing, modifying and improving of existing forms of worship; in particular those that will make our services more appealing to YFCY- this will include the use of experiences and successes of other Benefices in the Deanery. Appoint team by 1st March 2016.</i></p> <p><i>2016: Implement agreed new and/or amended forms of worship and, where needed, utilise the dMAP initiative of training and equipping those identified to deliver new forms of worship and services; implement in each Parish by end of 2016.</i></p> <p><i>2017: M28 team met to continue to identify successful services that could be utilised elsewhere in the Benefice; also identify possible new forms of worship-both to be completed by 30 June.</i></p> <p><i>Crawley village welcome leaflet to be reviewed by other parishes for</i></p>

	<p><i>possible use in 2018</i></p> <p><i>Proposal for informal Sunday evening service at Crawley considered for possible implementation in second quarter 2018. Di and Jax reviewing style and time to suit needs of Benefice church community. 2018: If proposal agreed by Benefice Council, new informal service to be implemented.</i></p>
<p><i>Development of additional community activities, which include the Church, the church community and the broader community.</i></p>	<p><i>2016: Establish team to explore and develop how we can better "engage with our local communities". This will include understanding the possible benefits of the use social media and an enhanced Benefice website. Team to be appointed by 1st March. Recommendations of this team to be made to Benefice Council by October 2016.</i></p> <p><i>2017: Review of existing and possible future use of social media and websites to be completed in first quarter. Review submitted to Benefice Council on 26 April with recommendations that each parish looks at community websites and other forms of social media e.g. Facebook for possible use. Also identified person in each parish to regularly review Benefice website content.</i></p> <p><i>Review of current forms of outreach in local communities completed by each Parish in 2016; PCCs to review these to identify if any should be implemented elsewhere in the Benefice.</i></p>
<p><i>The further building of involvement and support with schools, colleges and youth groups and the continued development across the Benefice.</i></p>	<p><i>In 2016 and onwards, and in conjunction with the implementation of the dMAP, identify leaders for roles in schools, colleges and young people's community groups, and, dependant upon when available, utilise the Deanery led dMAP initiative training course.</i></p> <p><i>Build on the current success of Messy Church and Simply Sunday and further develop and enhance our offering to children and young people.</i></p> <p><i>2017 and onwards: As above. Also, in Q1, PCCs to review summary of the Children's activities currently undertaken in the Benefice (prepared by the Children's Ministry sub group appointed by the Benefice Council). Sub group then to meet once more in Q1 2017 to agree the ongoing plan for the Benefice-to be submitted to Benefice Council.</i></p> <p><i>2018: List of childrens' activities to be updated by sub group and overall strategy agreed and approved by Benefice Council. This will include the identification of actions/responsibilities and the implementation of a monitoring/review system. Andrew Kent now leading this undertaking with next meeting on 13th March 2018.</i></p>

**Diocesan SP 3: We are agents of social transformation** using our influence as a Diocese to transform public and personal life. We will demonstrate loving faith at work in local communities and across the globe, bringing healing, restoration and reconciliation E.g. through education, social enterprise, health care, spiritual care teams.

**What do we want to achieve? (Objective)**

*To grow pastoral care and outreach through the development of support in our communities.*

**How will we know if we have achieved it? (Outcome)**

*The expansion of the scope of care covered and the number of Parish Visitors trained and linked with Benefice needs.*

<b>What will we see as a result? (Measurable Outputs)</b>	<b>What steps will we take to achieve this and when? (Active Inputs)</b>
<i>Increased numbers of Parish Visitors with at least three from each parish.</i>	<p><i>2016 and onwards: When a training scheme for PVs, ideally organised by the Diocese and/or Deanery, is available, identify and train additional Parish Visitors.</i></p> <p><i>2017: Completd Benefice training of those(18) identified to be new PVs.</i></p> <p><i>2018:Identify volunteer administrator (Anna Cockram in place in Jan 2018) and implement administrative structure for new enlarged team by end of first quarter.</i></p> <p><i>Numbers of PVs to be regularly reviewed and, if required, more to be identified and trained.</i></p>
<i>Increased number of visits to the elderly, sick, lonely and bereaved, including those in hospital and Care Homes.</i>	<i>Increased visits will flow from having increased the numbers of PVs; increased referrals from the Ministry team will also be accommodated.</i>
<i>The encouragement of informal community/neighbourhood initiatives to support those in need e.g. lunch clubs.</i>	<i>2016 and onwards: Identify the successful initiatives in the Benefice; implement and support new initiatives as well as continuing to support those already established. Help to establish/encourage/support non church-led initiatives in our communities.</i>

**Diocesan SP 4: We belong together in Christ, practising sacrificial giving and good stewardship of all that God has entrusted to us.** We will combine radical generosity, care and capacity building with a clear focus on directing finance into the mission of Jesus. Sharing and multiplying local good practice, using people, buildings and other resources wisely, we will seek to prune, plant and invest boldly in building for the Kingdom.

**What do we want to achieve? (Objective)**

- *To develop, encourage and recognise the gifts that people can give; gifts of time, gifts of practical skills, gifts of money and of expertise*
- *To grow our support of charities through the PCCs, parishioners and through practical volunteering*

**How will we know if we have achieved it? (Outcome)**

*A growth in generosity in sharing gifts of time, practical skills, money and expertise*

<b>What will we see as a result? (Measurable Outputs)</b>	<b>What steps will we take to achieve this and when? (Active Inputs)</b>
<i>The payment of our Parish Share. To do this means a return to each parish operating with an annual surplus of income over expenditure.</i>	2017 and onwards: Continue to <i>rebase our parish finances to return all churches to an operating surplus to ensure they can continue to pay their Parish Share.</i>
<i>The sharing of our talents, expertise and skills with other Benefices in the Deanery</i>	2017 and onwards: <i>Benefice Council members to identify initiatives where talents, expertise and skills of those in other Benefices in Deanery could be utilised. If required, Benefice members of DPCM to liaise with representatives from other Benefices and identify where such advice/support can be obtained. Also, DPCM members to continue to offer support of Benefice to other Benefices. Continue to offer our talents, skills and expertise to the other Benefices in the Deanery. Use the experiences and successes of other Benefices in the Deanery.</i>
<i>The continuation, where possible, of donations to local and overseas charities.</i>	2017: <i>Each Parish to continue to donate, to the extent that funds are available, to identified local charities.</i> 2017 and onwards: <i>Continue as for 2017. In particular, if agreed by PCCs, continue to support Karis Kids.</i>