

Two Valleys Mission Action Plan (2013 - 2016)

Introduction and Context

The Mission Action Plan (MAP) is a statement of what we intend to do as a group of churches in the Two Valleys; based on finding out the views of church members (see Appendix 1) as to how we can best carry out the mission of the Diocese. This MAP is based on what we already do and what we want to do in the next few years. The starting point is the **Diocesan Mission:**

By God's grace, to grow God's kingdom in Cumbria

This is a statement of intent; that the church and its members, both current and new, should grow in spiritual depth, fellowship, giving and service to others, enabled by God's grace.

In addition the Diocese has published its **Vision Statement:**

To see our churches growing Disciples of all ages

Being a disciple means being a committed follower of Jesus; the key to the growth of the church and therefore the kingdom of God is to encourage more people to engage with this vision of discipleship.

As this Vision unfolds over the next few years, we expect to see many signs of what we believe to be the "five marks of discipleship":

- ❖ **Maturity in faith (M)** - which is demonstrated in our understanding of the Bible and its teachings and in our awareness and use of our individual gifts in Christian service. Maturity in faith leads to
- ❖ **Prayer and worship (P)** which is expectant and lively and which reflects how we are developing as disciples
- ❖ **Community service and engagement (C)** is one of the ways in which the church demonstrates its commitment to mankind by looking outwards to help and support the community it serves
- ❖ **Evangelism (E)** is the means whereby we tell others about Jesus and explain the benefits and difference it can mean to their lives
- ❖ **Quality of relationships (Q)** should be clear and visible and be characterised by love, acceptance and openness.

Developing the MAP – Consultation and Outcomes

In January 2013 we held our first **Open Meeting** of the four congregations of Cartmel Fell, Crosthwaite, Winster and Witherslack. Over 50 people attended this meeting and from it there arose over 100 ideas (see Appendix 1) These ideas were distilled down into seven Key themes (see Appendix 2) which were presented to our second **Open Meeting** of the same four congregations on 9th March 2013, with the objective of identifying our focus for our Mission Action Plan. At this Open Meeting three themes that had been prioritised by an Oversight Group drawn from the four congregations were discussed and some of the challenges and opportunities explored (see Appendix 3). Other smaller-scale ideas from the other themes were also identified that could be implemented relatively easily in the short-term future.

Key Themes and Focus Activities

Here are some of the main areas where our churches focus their efforts, although this list is not entirely comprehensive:

1. Pastoral Care - a key element in church life, ensuring that we love one another and demonstrate appropriate care and concern.
2. House Groups - a variety of activities which can be short, defined courses or regular ongoing meetings usually in someone's home. All of these open to Christians who are at any stage in their faith journey and who want to do more to develop their understanding, learn more and experience closer fellowship
3. Teaching - ensuring that we take opportunities to learn about our faith and are constantly growing and maturing.
4. Services and Worship - to enrich our corporate worship of God, enhance our individual faith and Spiritual journey and introduce others to the faith.
5. Youth and Children - to provide opportunities for the young people to explore and question their faith and grow as young disciples and leaders.
6. Linking our churches with our local communities - building relationships with our local communities so that the Christian community is seen as a valued part which contributes positively.
7. Outreach and Giving - avoiding becoming narrow-minded and insular, so that we become generous churches that support all kinds of Christian mission and that we engage in appropriate outreach to our wider communities.

In our 2013-2016 MAP, while not losing any of the above, we shall initially focus our efforts on the following three Themes:

House Groups

We want to establish across the Two Valleys a network of house groups that meet regularly to complement formal worship; providing opportunities for their members to worship informally, study and apply Christian teaching to real life situations, provide mutual care and encouragement and promote the growth of discipleship. We believe that these actions will result in greater maturity of faith and confidence amongst church members, support for evangelism and will contribute to the achievement of the ‘five marks of discipleship’

<u>Objectives</u>	<u>Action steps</u>	<u>Who</u>	<u>By when</u>	<u>Outcome</u>	<u>Vision ‘Marks’</u>
To enable Christians to develop their faith and develop fellowship and friendship	Set up a House Group Development Team	House Group Development Team (HGDT)	July 2013		(see front page for “key”) M,E,Q
	Develop a framework and guidelines for the operation of house groups	HGDT	Sept 2013	By Jan 2015 to have evaluated the first year of house groups to assess progress against the objective	
	Promote and encourage membership of new house groups	Clergy and HGDT	Oct 2013	Awareness raised amongst congregations leading to willingness to join house groups	
	Identify and train house group coordinators	Clergy and HGDT	Nov 2013	Training and support provided for potential key members of new groups	
	Support the operation of house groups through provision of materials	Clergy and HGDT		Information, materials and sources supplied to enable groups to function in the early stages	
	Commence operation of house groups	House Group coordinators	Jan 2014	By Jan 2016, 30 members of the church across the Two Valleys to meet regularly as part of a network of house groups.	

Services and Worship

When we meet together to worship God, we need to do this in a way that is meaningful and that engages our hearts and spirits as well as our minds. All that we do should glorify God and be honouring to Him; it should also enhance our own faith and enrich our individual spiritual journey.

The styles of our corporate worship should encourage the congregation to worship and to grow individually in their faith. However, it also needs to reflect the changes in society. Increasingly society is ‘unchurched’ and people see no relevance in attending church. Our services should be accessible to anyone who may visit, and ways of achieving this will be explored. The styles of music used in each of the churches will also be broadened to bring more variety, while ensuring that the needs of the regular church attenders are met.

Involvement of lay people in leading services – readings, intercession, preaching – will be increased. This leads to greater accessibility and relevance of corporate worship, greater involvement and increasing maturity of the congregation members and will contribute to the development of other areas of the MAP.

<u>Objectives</u>	<u>Action steps</u>	<u>Who</u>	<u>By when</u>	<u>Outcome</u>	<u>Vision ‘Marks’</u>
To create a different, informal forum to explore different ways of worshipping	<ul style="list-style-type: none"> Establish a monthly ‘Praise and Worship’ midweek gathering; recruit a group to lead and oversee them 	Praise and Worship Leaders’ Group	Sept 2013	<ul style="list-style-type: none"> A regular monthly informal praise evening, led by different people and incorporating a range of styles of worship 	P, M, E
To explore how Sunday worship services can be made more ‘user-friendly’	<ul style="list-style-type: none"> Identify the criteria for ‘user-friendly’ services, and draw up broad guidelines for planning them 	Worship Development Group (WDG)	October 2013	<ul style="list-style-type: none"> A clearer idea of how to plan user-friendly services that are accessible to all 	P, M, E
To develop and implement periodic ‘special’ services that are user-friendly	<ul style="list-style-type: none"> Plan and deliver a ‘special’ service in each parish, reflecting the nature of that parish, to which non-church-goers can be specifically invited 	Team from each parish plus WDG	Autumn 2014	<ul style="list-style-type: none"> One ‘special’ service delivered in each of the four parishes that is well attended and regarded positively by those attending 	
To determine how the regular Sunday services might be enhanced, ensuring that the needs of the majority of worshippers are met across the parishes	<ul style="list-style-type: none"> Identify those elements of the ‘Special’ services and the informal ‘Praise & Worship’ gatherings that would enhance the regular formal Sunday worship 	WDG	End of 2014	<ul style="list-style-type: none"> A knowledge of what does or doesn’t, or might or might not, work well at each church 	

<u>Objectives</u>	<u>Action steps</u>	<u>Who</u>	<u>By when</u>	<u>Outcome</u>	<u>Vision 'Marks'</u>
To broaden the styles of music and vary the delivery of key aspects of the services, and diversify service provision	<ul style="list-style-type: none"> ▪ Implement the elements identified to enhance the regular Sunday worship ▪ Explore having different styles of worship on a regular basis at the different churches 	<p>Clergy plus WDG</p> <p>Clergy plus WDG</p>	<p>End of 2015</p> <p>Summer 2016</p>	<ul style="list-style-type: none"> ▪ A range of appropriate styles of worship being used in the four churches, to provide an experience of lively and expectant prayer and worship ▪ Increased regular attendance at the church services ▪ Increased mix of services and worship within the Two Valleys 	P, M, E
To involve the laity in the delivery of services	<ul style="list-style-type: none"> ▪ Increase the number of readers and intercessors ▪ Provide training and support for new leaders, readers and intercessors ▪ Encourage gifts of preaching by members of the congregation, providing consistent support and feedback 	<p>WDG</p> <p>Clergy and experienced lay people</p> <p>ditto</p>	<p>End of 2013</p> <p>End of 2013</p> <p>End of 2014</p>	<ul style="list-style-type: none"> ▪ increased number of lay people involved in reading and leading intercessions in the regular Sunday services ▪ Development of gifts and maturity among the congregations ▪ increased number of lay people involved in preaching 	<p>M, P, E</p> <p>M, P, Q</p> <p>M, P, Q</p>
To pray for the life of the Two Valleys churches	<ul style="list-style-type: none"> ▪ Ongoing monthly Prayer Meeting 	MW and anyone who can come!	ongoing	<ul style="list-style-type: none"> ▪ Consistent prayer for the Two Valleys churches on a regular basis 	P, M

Youth and Children

Our long term aim as a Two Valleys Team has been to establish a young Christian community. To this end we have established two groups specifically for young people aged 7 and over that meet regularly to discuss the Bible, share faith, eat together and pray. The function of these groups is similar to that of an adult house group, with a specific aim to nurture faith and friendships at a level appropriate for children and young people. Pathfinders and Trailblazers give young people a space that is ‘for them’ with room to run about, develop friendships and explore faith in a supportive environment. It is important to note here that our aim is not necessarily to bring children and young people from this group into our weekly worshipping church congregation, but rather to enable them to develop a mature and lasting faith allowing space for questions and exploration so that they become mature disciples. We would hope that they would grow up with an idea of what it is to be part of a rural church community and during the year we will provide occasional opportunities which will encourage their presence in church.

<u>Objectives</u>	<u>Action steps</u>	<u>Who</u>	<u>By when</u>	<u>Outcome</u>	<u>Vision ‘Marks’</u>
For each parish to provide support for Pathfinders and Trailblazers as an act of service and love for the young people.	<ul style="list-style-type: none"> - Recruit new leaders for Pathfinders and Adventurers with vision and some experience. - Organise a rota to provide a monthly hot meal. - Identify a team of people willing to provide transport either in own cars or driving a community minibus as required. 	<p>Michelle W</p> <p>Parish based coordinators.</p> <p>Parish based transport coordinator.</p>	<p>Sept 2014</p> <p>Sept 2013</p> <p>Dec 2013</p>	<p>-New leaders appointed</p> <p>- Meals provided by parish based teams each month.</p> <p>- Transport provided and organised by parish teams as required.</p>	C, E, Q
To provide age appropriate groups and structured teaching programmes for the work with children and young people.	<ul style="list-style-type: none"> - Establish an Adventurers group (Year 3 – 4), Pathfinders (Year 5 – 7), Trailblazers (Year 8 onwards). - Continue using the “Growing Young Leaders course” with the Trailblazer group and then use CPAS materials to further their understanding of their faith. 	<p>Michelle & team</p> <p>Team</p>	<p>Starting Sept 2013</p> <p>2014</p>	<p>-Three established groups with well planned teaching programmes.</p> <p>-All young people attending at least 7/12 sessions during the year.</p>	M, P, E, Q

<u>Objectives</u>	<u>Action steps</u>	<u>Who</u>	<u>By when</u>	<u>Outcome</u>	<u>Vision 'Marks'</u>
	<ul style="list-style-type: none"> - Develop a long term teaching plan for Adventurers and Pathfinders which can be repeated on a cyclical basis. 	Team of leaders	2015	- Long term plan and teaching materials/resources in place.	
To provide opportunities for involvement and leadership within the provision of services and worship	<ul style="list-style-type: none"> - Annual 'Youth Service' in church led by the young people. - Encourage young people to be on the Reader's rota for Family Services. - Offer Trailblazers the chance to be on the intercessions rota for any service. - Look for all opportunities to involve young people in Sunday worship; 	Pathfinder/TB team and leaders Clergy TB leaders Clergy + Sidesmen	By Sept 2014 Sept 2014 Sept 2016	<ul style="list-style-type: none"> - Youth Service led by young people. - 4 or 5 young people regularly reading in Family Services. - 1 or 2 Trailblazers regularly leading intercessions in any service. 	M, P, Q
To develop the Family Services at Crosthwaite and Witherslack, strengthening links with the schools	Establish a team to plan and run these, and to investigate resources, including bringing in resources from other churches outside of the four parishes	Clergy plus planning team	End of 2014	Regular Family Services in Crosthwaite and Witherslack that are well-attended by families	M, P, C, E

Short-term developments of other Themes:

Linking our churches with our local communities

We would like to develop our relationship with all members of the community so that the church is seen as a welcoming integral part of the community whose members seek to care pastorally for all and thus demonstrate true Christian love and service. This will act as a clear witness to our local communities and thus contribute to the strengthening of links between those who come to church and those who as yet do not.

<u>Objectives</u>	<u>Action steps</u>	<u>Who</u>	<u>By when</u>	<u>Outcome</u>	<u>Vision 'Marks'</u>
To compile Church Directories for Crosthwaite, Winster & Witherslack (already exists in Cartmel Fell)	One person from each parish to compile a Directory of names, addresses, telephone & email for their congregation	Michael Woodcock	end of 2013	Directory published and in use	Q
To improve links with Parish Councils in all four parishes	Seek to offer a report on church life to Parish Councils at their AGMs	Michael Woodcock <i>or church warden?</i>	31 st May 2014	Greater mutual awareness of the work of the church and the parish. Increased potential of working together.	C, Q
To review Parish magazine within an overarching communication strategy	Review content and style of current Two Valleys Parish News	Editors and clergy, + Gordon Howarth	Dec 2014	Increased circulation and readership	C, E, Q

Outreach and Giving

We need to avoid becoming narrow-minded and insular, so that instead we become generous churches that support all kinds of Christian mission and that we engage in appropriate outreach to our wider communities.

<u>Objectives</u>	<u>Action steps</u>	<u>Who</u>	<u>By when</u>	<u>Outcome</u>	<u>Vision 'Marks'</u>
To increase the level and effectiveness of our giving in all four churches	To review Charitable Giving policies within all four churches Prepare revised policy and present to congregations	Clergy and PCCs Clergy and PCC rep	Dec 2013	Increased giving and clarity of mission	C

Ongoing activities for future development:

Teaching

We will continue to offer a variety of opportunities for members of all our congregations to learn about Christian faith. This will enable us to be constantly growing and maturing.

<u>Objectives</u>	<u>Action steps</u>	<u>Who</u>	<u>Vision</u> <u>'Marks'</u>
To continue and further develop short-course provision	Short courses may continue sporadically, but will only complement (and not compete) with the development of House Groups over the next two years. Eg. Lent courses; Lost for Words course; Welcome course; Christianity Explored; Alpha; Light-touch Bible studies, etc.	Clergy and Small Group Development Team	M,P,E

Pastoral care

Continuing to develop this key element in church life, ensuring that we love one another and demonstrate appropriate care and concern.

<u>Objectives</u>	<u>Action steps</u>	<u>Who</u>	<u>Vision</u> <u>'Marks'</u>
To continue to serve and support members of the community who are in need through visiting and ongoing contact	Pastoral Visiting Group (PVG) continues to support the clergy in visiting the elderly, the sick, the bereaved, the newly baptized, etc. The PVG meets 3-4 times a year to review visits and plan ahead.	Clergy and Pastoral Visiting Group	C, Q, P

Evaluation and Review The development and implementation of our MAP will be evaluated and reviewed on an annual basis and further wider consultation will take place as and when necessary.

Appendix I - Collated Report from first **Open Meeting** on 12th January 2013 showing 100+ ideas

Collated Report of the Five Marks to Show Existing Activities and New ideas

During 2011 a small strategy group from the Two Valleys met by invitation to assess the Diocesan Five Mark Vision in relation to current activities by our churches, in terms of:

- What we already do well
- What we could do better
- What new things we could do

The table below attempts to collate the findings of the 2011 Strategy Group with the key ideas emerging from the Open Meeting held on 12th January 2013. The purpose of this collated report is:

- (a) To assist in the analysis of identifying the best and most appropriate initiatives that will make a difference in keeping our churches vibrant.
- (b) To maintain an overview of the balance of actions across the Five Marks
- (c) To enable us to gauge what is within the capabilities of our resources (clergy and lay) and therefore be sustainable

The Diocesan Strategy identifies ‘five marks of discipleship’ on which to act during the next ten years

***Maturity in faith, which leads to
Prayer and worship which is expectant and lively
Community service and engagement looking outwards
Evangelism sharing the good news
Quality of relationships ‘see how these Christians love one another’***

Marks of Discipleship	Current Activities (2011 Group)	Prioritized Ideas (Open Meeting 2013)
Maturity in faith	<p>Already Do Well</p> <p>a. Lent Courses (Two Valleys wide)</p> <p>b. Increased lay ministry in services - leading intercessions, etc</p> <p>c. Pastoral visiting group</p> <p>1. d. Hospital Communion</p> <p>2. e. Alpha courses (Two Valleys wide)</p> <p>Could Do Better</p> <p>f. Scope for improving a,b,c,d,e above</p> <p>New Possibilities</p> <p>(a)g. Small groups and short courses generally</p> <p>h. An organized post-Alpha course</p>	<p>3. 1. Growing young leaders</p> <p>4. 2. Development of lay leadership in services</p> <p>5. 3. Establishment of small groups for teaching, prayer and fellowship</p> <p>6. 4. Strategies for charitable giving</p> <p>7. 5. An organized approach to visiting people in care homes, hospices and hospital</p> <p>8. 6. Developing invitational approach to introduce people to faith (including second home owners)</p> <p>9. 7. Trying some new styles of worship to attract others</p> <p>8. Developing greater understanding of church processes</p>
Prayer and worship	<p>Already Do Well</p> <p>10. a. Prayer Chain (not yet Two Valleys wide)</p> <p>11. b. Variety of worship (a little narrow perhaps?)</p> <p>12. c. Styles of worship to encourage involvement (not purely liturgical)</p> <p>13. d. Special Services</p> <p>14. e. Holiday Clubs/Adventurers/Pathfinders</p> <p>15. f. 5th Sunday Services</p>	<p>1. Special services including thematic approaches</p> <p>2. Diversifying how and when we use music in worship</p> <p>16. 3. Developing an invitational approach to bring people into faith</p> <p>4. Creation of flexible space within our churches</p>

	<p>Could Do Better</p> <p>g. More engagement in worship; more services which encourage a response</p> <p>New Possibilities</p> <p>h. Finding, and fostering new ways of engagement and response in worship</p>	
Community service and engagement	<p>Already Do Well</p> <p>17. a. Hospital Communion 18. b. Pastoral Visiting 19. c. Committee work in local communities (WI's, Village Halls, 1st Responders etc 20. d. Many varied social events often organized by the church 21. e. Parish Magazine 22. f. Unified support of such things as Ruth Radley (CMS)</p> <p>Could Do Better</p> <p>New Possibilities</p> <p>g. More unified support for Step-by-Step and/or Manna House</p> <p>h. Foster links with each Parish Council</p>	<p>23. 1. Expansion of the use of church buildings 24. 2. Activity groups for the elderly to promote social interaction 25. 3. Review of parish magazine to encourage wider circulation 26. 4. Diversification of the how and when of our service provision 5. Continue to develop links with all schools in Crosthwaite and Witherslack</p>
Evangelism	<p>Already Do Well</p> <p>27. a. Alpha Courses 28. b. Holiday Clubs</p>	<p>29. 1. Enabling church members to express their faith to others 30. 2. Developing an invitational culture eg. "Bring a guest' service 31. 3. Expanding and promoting house groups 32. 4. Involving children, young people and adults 33. 5. Create areas within churches as prayer and reflection spaces for visitors 34. 6. Diversification of the how and when of our service provision 35. eg occasional evangelical service</p>

	<p>Could Do Better</p> <p>c. Establish an invitational culture within our churches to</p> <p>invite friends and neighbours to appropriate occasions</p> <p>New Possibilities</p> <p>d. "Lost for Words" Course</p>	<p>36. 7. Offering church buildings for use by local organizations and interest groups</p> <p>37. 8. Finding ways of making services more user friendly to new people</p> <p>38. 8. Finding ways of making services more user friendly to new people</p> <p>39. 9. Introduce special events that are attractive to others</p>
<p>Quality of relationships</p>	<p>Already Do Well</p> <p>40. a. Tea/coffee after services</p> <p>41. b. Pastoral care network within church and community</p> <p>42. c. The feeling of belonging together in Christ - church family</p> <p>43. d. Sharing of the Peace (in some churches)</p> <p>44. e. Social Activities within churches and to some extent across the Two Valleys</p> <p>Could Do Better</p> <p>New Possibilities</p> <p>f. Fostering an invitational culture</p> <p>g. A "church directory" for each congregation to assist communication</p>	<p>45. 1. Expanding and promoting house groups</p> <p>46. 2. Develop pastoral and listening skills to meet identified needs</p> <p>47. 3. Providing a transport scheme to help people get to church and church activities</p> <p>48. 4. Build on the success of the Winster Book and Plant Sales</p> <p>49. 5. More user-friendly services and modern styles of music</p> <p>50. 6. Developing an invitational culture</p> <p>7. Songs of Praise/ Praise and Worship</p>

Additional Ideas

The following ideas do not directly appertain to a specific mark:

1. Acquiring accommodation for recently retired clergy who could support the Two Valleys Team
2. Opportunities to explore some fundamental tenets of the Christian faith (virgin birth, resurrection, Trinity)

Appendix 2

TABLE TO SHOW KEY THEMES

KEY THEMES	NEW IDEAS	CONTINUING ACTIVITIES <i>(with relevant improvements)</i>
1. Pastoral Care	<ul style="list-style-type: none"> - Organisation of hospital, hospice and care home visiting, including communion - Activities for elderly - Pastoral and listening skills training 	<ul style="list-style-type: none"> - Hospital communion - Pastoral visiting group - Prayer Chain - Pastoral Care network <p>(scope for improvements)</p>
2. Small Regular Groups	<ul style="list-style-type: none"> - Expanding 'House' groups 	<ul style="list-style-type: none"> - Prayer Groups - Book Groups - Bible Study Groups
3. Teaching	<ul style="list-style-type: none"> - Post-Alpha Courses - Short courses - awareness/understanding of church processes - Lost for Words 	<ul style="list-style-type: none"> - Lent courses - Alpha courses
4. Services / Worship	<ul style="list-style-type: none"> - more (and finding new) ways of engagement and involvement in services - variety of worship styles eg Songs of Praise, thematic approach - develop invitational culture - timing (try some new?) - Diversifying music - user friendly for new comers - Involving lay people more (children, young people and adults) 	<ul style="list-style-type: none"> - special services - family services - 5th Sunday - sharing of the peace (some churches at present) - refreshments after services
5. Youth and Children	Consolidate current activities	<ul style="list-style-type: none"> - Pathfinders - Trailblazers - Links with schools - Holiday Club - Family Services - Young Leaders
6. Parish/Church Links	<ul style="list-style-type: none"> - Review Parish Magazine - Links with Parish Council - Church Directories 	<ul style="list-style-type: none"> - Parish Magazine - social events (often organised by church) - Committee work in local communities (WI, Village Halls, 1st Responders etc)
7. Outreach and Giving	<ul style="list-style-type: none"> - strategies for charitable giving - Support for mission eg Ruth Radley CMS 	<ul style="list-style-type: none"> - Winster plant/book sales - Food bank - Step by Step (more unified support needed)

Appendix 3

Discussions on the three Themes at second Open Meeting on 9th March 2013

1. Small Groups Focus: Expansion of House Groups

Likes/Positives	Challenges	Encouraging Interest
(a) Will suit all sorts of people (b) Small groups often help in meeting the needs of individuals (c) Social opportunities (d) Helps in building trust (e) Interesting themes according to needs of the group, eg bible study (f) Supportive -"getting to know" people better/deeper (g) Informality (h) Fun (i) Chance to mix ages and skills (j) Chance to mix with other faiths? (k) Enables greater depth in personal faith (l) Informative (m) Gives comfort (n) Low key	<ul style="list-style-type: none"> - Time commitment- some will find it difficult to commit to meeting weekly/fortnightly (fortnightly preferred) - Confidentiality - Out of comfort zone for some/many. - Not for everybody - Develops over time. Will people stick for long enough? 	<ul style="list-style-type: none"> - Ask small team to organize groups by parish - By invitation - People to share their experience of such groups - Keep size of group small <10. - Create opportunities to demystify/inform. eg. Team to discuss with invitees and clarify purpose and the practicalities of house groups - Aim for diversity of interest, skill and topic within/between groups - Consult about topics - Find key people from each parish to join team. - "Taster" opportunities

2. Services and Worship Focus

Positives	Challenges	Encouraging Interest
Open meeting strongly voicing willingness to try out different things	Wearing out our clergy!	<p style="text-align: center;"><u>How do we engage the disengaged?</u></p> <ul style="list-style-type: none"> - User-friendly language - Teach "church" language in schools to promote understanding - Regular, freer, low-key Praise and Worship event. Perhaps on weekday. - Greater involvement of children in worship - Designate one Sunday a month as "non-liturgical" - Involve ecumenical/other denominations - Demystify liturgy language - Different modes e.g. talk with slides and discussion - Parishioners leading prayers in all churches - Lay people preaching - 5-minute testimonies

3. Youth and Children Focus

Likes/Positives	Challenges	Encouraging Interest <u>How can parishioners help?</u>
<p>(d) The achievements of recent years (e)</p>	<p>(b) Committed helpers to share the load (c) Encouraging parishioners to be involved (d) Health and safety issues (e) Safety: Child protection (f) Funding (g) Volunteers</p>	<p>(a) Transport-minibus drivers to help with transport from villages (b) Cooking-roster by parish (c) Skill audit (d) Involve parents appropriately. (e) Promote church attendance via parents/school (f) Promote our Y&C activities via the schools (g) Mixing young and old e.g. social activities involving parishioners: bowling, wild flowers, treasure hunts, summer picnics. (h) Review/diversify Family Service (i) Christian faith camps: parishes to subsidize. (use Bendrigg, YMCA) (j) Mentoring and sharing experiences</p>