

Mission Action/Strategic Plan for Holy Trinity Church, Roehampton 2019/20

Holy Trinity is a C of E grade II* listed church based in Roehampton on Ponsonby Road. The congregation is small (70 electoral roll members) but welcoming, friendly, open and inclusive, our Eucharistic services have a traditional liturgy and robed choir. As a very diverse mix of people, we warmly welcome all, irrespective of age, ethnic, social or religious background, family or relationship context.

Holy Trinity is also in an ecumenical partnership with Roehampton Methodist church, therefore the *Joint Mission Action* group has been created to be responsible for all joint mission plans and outreach ideas. However, as we are in an interregnum, the JMA Group has decided to scale down their mission activities on the Alton and Roehampton Estates until a new incumbent is in place.

SUMMARY

The PCC of HT has created a 2019/20 strategic plan to reflect what activities we believe will be necessary and sustainable until the arrival of a new incumbent. ***This is not exactly a 'mission/outreach' plan, which is done in collaboration with our ecumenical partner, Roehampton Methodist Church.*** Nonetheless, the PCC takes seriously the responsibility to nurture the faith of our congregation, maintain our church and look to grow our Sunday School and congregation numbers moderately during this interregnum.

We have ideas for key growth strategies after the incumbency is in place – such as the construction of a cafe/social space (to replace the community space lost with the sale of the Parish Hall), with the vision that this would greatly increase our visibility within the community of Roehampton and provide a key and much needed social and community space as a part of the overall [regeneration plans](#) that are taking place in 2020.

Our previous MAP from 2017/18 had emphasised the need to improve on our communications and this has been done with the creation of a website, FaceBook page, Twitter account and MailChimp newsletter. The administrator also puts key events on the back of the weekly sheet for all those who do not have access to or use internet/email/computer and regularly sends that out by post to those who are unable to attend church.

The key aims therefore of the current strategy for 2019/2020 during the interregnum are outlined below:

KEY AIMS

- Maintain one full Eucharistic service every Sunday at 10am
- Maintain the fabric of the church and usual running and calendar events until an incumbent is appointed

- Strengthen our links with Roehampton Church School
- Strengthen our ecumenical partnership with the Methodists and consider joint Mission Activities on Roehampton/Danebury Estate for the future
- Strengthen our connection to Roehampton University and the students
- Strengthen our links with other C of E churches in Putney and Roehampton
- Improve financial, governance, administrative, safeguarding processes
- Improve the numbers attending Sunday School
- Increase our Parish Share giving for 2020/21
- Improve and strengthen Pastoral Care systems (previously under joint MAP group but returned to the purview of the PCC)
- Improve the lighting, heating and sound system
- Maintain and keep relevant our website and other social media/comms
- Recruitment of a new incumbent (including production of Parish Profile and other related activities)
- Encourage the beginnings of a 'lay ministry' or other ways for the more of the congregation to become involved as volunteers and act as outreach advocates

ACTION PLAN

<p>Maintain Eucharistic services</p>	<p>Maintain rotas for congregation re. servers/chalice/coffee etc. Create a new rota for outside preachers/Vicars and current Ministry Team to cover all Sundays both preaching and/or presiding. Maintain fabric of HT and ensure church seems open-for-business and cared for. Maintain choir and music. Ensure continuation of all sanctuary/necessary supplies for services.</p>	<p>JV SWK JM/TK/VS MW SWK</p>
<p>Strengthen links with RCS</p>	<p>Ensure that a member of the PCC takes next Board of Governors Foundation place. Invite BoG to first PCC meeting after APCM. Encourage the development of Jacobs Well cafe through better cafe facilities at back of church. Involve congregation in assemblies and the 'Open the Book' sessions. Encourage congregation to attend large school events such as 'leaving days' and 'art exhibitions' etc. Offer to host/cater for some specific school events. Include the school in our regular</p>	<p>PCC SWK PCC SWK/MT JM PCC EH/SWK</p>

	communications – such as newsletter/following on Twitter etc. Encourage more children from RCS to attend our Sunday School.	
Strengthen Ecumenical Partnership	Create a Mission Action group to lead on all joint activities with the Methodist Deacon as Chair. Hold regular JCC meetings to discuss joint mission activities and opportunities (such as the Summer Fair tent etc.) Consider the employment of a ‘joint’ youth worker Invite the Methodists to preach once a month at HT. Look for at least one joint activity in Roehampton (such as creation of a youth choir) to work on together.	JCC JCC JCC SWK KJ/MA group
Strengthen Roehampton University connection	Work together with Revd. Daniel and Revd. Mark Garner on a high-level strategy to ensure closer interaction. Maintain the connection via the HT incumbent holding a position on the Board of Whitelands College. Encourage students from the University to bring friends to HT. Create a ‘secondary’ perhaps evening student-style service held on Roehampton campus but overseen by HT. Ensure a presence of HT at the big open days – a stall (or literature at least) available for new students. Connect with the other chaplaincies and religious institutions already at the University	New Vicar/ PCC / MG /DE /JM PCC DE/MG/ New Vicar SWK/JM New Vicar
Strengthen links with CTPR	Get involved with and promote any CTPR activities (such as Lent Lectures) and build relationships with the Cof E churches by asking Vicars to preach or support with baptisms/school assemblies/other joint activities. Communicate with their church offices and make connections on an administrative level. Do joint DBS/Safeguarding trainings. Look at potential joint Sunday School activities or similar for the elderly. Continue to be a part of World Day of Prayer service.	SWK/EH SWK SWK LK EH
Improve	Employment of an Administrator to put in	PCC

<p>Admin/Finance Governance Safeguarding processes</p>	<p>place proper admin, filing and computer/data storage systems Creation of relevant necessary policies such as: Financial/Rental/Safeguarding etc. and annual reviews PCC Training on Governance/being a Trustee Having an 'induction' document for new PCC members Recruit new Safeguarding Officers Ensure all necessary DBS checks are undertaken Regularly review and keep as Safeguarding as a Standing Item on all PCC agendas. Undertake any safeguarding trainings offered – set up training for PCC and other members. Finance Committee, Standing Committee and PCC Meetings held regularly with papers and agendas sent out in due time.</p>	<p>PCC SWK/ PCC PCC SWK SWK PCC SWK/EH/JF</p>
<p>Improve Sunday School numbers</p>	<p>Support the excellent work of our current Sunday School teacher Lam Khawm. Encourage children to consider confirmation classes. Ensure the Sunday School is regular (and not sporadic). Encourage parents/congregation to get involved with Sunday School activities and leading the children./ Look for Diocesan training opportunities for Sunday School parents/leaders. Consider increasing the budget to allow for a paid worker.</p>	<p>PCC LK LK LK/PCC PCC</p>
<p>Increase our Parish Share giving</p>	<p>Look at running a stewardship campaign once new incumbent is recruited. Inform the congregation of the new financial policies and better stewardship that is now in place. Make an A4 document or info sheet detailing out how much it costs to run the church – to put by the donation box, to encourage any one-off visitors to donate. Connect with the wider Roehampton population to increase numbers/awareness of HT and encourage general giving to a 'landmark'. Hold open day with National Churches etc. Ensure tight budget controls on expenditure. Look for grants Charge for rent/use of the church to those regular users (such as RCS) and encourage awareness of renting potential for large</p>	<p>New Vicar JM/SWK EH/SWK New Vicar PCC FC FC FC/SWK</p>

	community events by Wandsworth Council/the Commons etc. etc.	
Improve our Pastoral Care	Set-up a Pastoral Care system. Look for opportunities to work together with the Methodist Church on supporting the wider community of Roehampton. Hold community-building events such as Concerts/Parish Days/Barbecues/Thank Yous	JV/JF MA group DS/VS/JV JF
Improve the Lighting, Heating and other facilities	To ensure that Holy Trinity remains a welcome place of worship – we need to invest in a heating and lighting and other improvements such as disabled loo, sound system with hearing loop that works better etc. etc. This will also incur savings and be eco-friendly longterm.	PCC/FC
Maintain Website and Social Media and other outreach Comms	Website kept up-to-date by administrator and others. Quarterly newsletter sent-out (or as needed) Twitter Account kept up-to-date and relevant FaceBook kept refreshed with posts, events and reminders. Create Banners/Adverts – to promote other opportunities for opening the church to residents/parishioners such as National Churches day. Keep aware of/get involved in local events with presence/marketing materials. Continue to run/host No Filter groups as a ‘Theology in the Pub’ open to all.	SWK/EH/JM SWK/EH/JM EH/SWK SWK/YC SWK/EH/JM SWK/EH/PCC JM/EH
Recruitment of a new Incumbent	Collate views from congregation on their wishes and expectation for a new incumbent. Create a group to produce Parish Profile and elect a selection panel for the interview process. Need to liaise with archdeacon and diocese re. advertising of the position. Organise Parish Visit days. Keep the congregation regularly informed of any new developments.	JM/JF PCC JM JF/SWK JM
Encourage beginnings of a ‘lay ministry’	Alert the congregation to the need to support HT during its time of interregnum. Contact the diocese about any training for lay people to become more involved in ministry and volunteer support.	JM SWK