

Our draft 3-year strategy – for consultation and conversation

1. Open up access more widely and to diverse groups

- offer all Sunday services and other activities online
- create spaces – in person and online – that are welcoming, engaging and relevant to young, BAME, LGBTQ+, more
- develop partnerships with hirers, café, faiths groups and local communities
- design fresh new website with integrated active social media

2. Increase active engagement

- create an effective and engaging internal communications strategy
- offer membership options for online and other associated communities
- shift emphasis from ‘top down’ to ‘grassroots’ to enable greater spread of participation and responsibility
- plan programme of events and adopt ‘rule of yes’* for new initiatives

3. Improve quality and scope of what we offer

- design a coherent spiritual development programme, in person and online
- upgrade technology to support all our objectives ✓
- facilitate training in technical skills and worship leading
- enhance beauty, environment, accessibility & design of our building & land

4. Establish and use better management processes

- move to CIO* status, with max terms and no liability for committee members
- develop effective teams (eg pastoral, maintenance, finance, fundraising etc) with clear responsibilities and goals
- recruit new committee members/team leaders

5. Secure income and a financial strategy

- draw up a financial plan linked to church strategy
- run a fundraising campaign to replace lost income
- re-establish and increase income from hirers
- establish financial Xero system and file sharing

*The ‘rule of yes’ means that if you propose an idea, as long as you have one or two people to run it with you, and it fits our general ethos, then the answer will be ‘yes’ for a trial period and you will be offered £50 start-up costs if you need them.

*CIO stands for Charitable Incorporated Organisation. This is the new charity status that most congregations are now moving towards. It removes liability from trustees