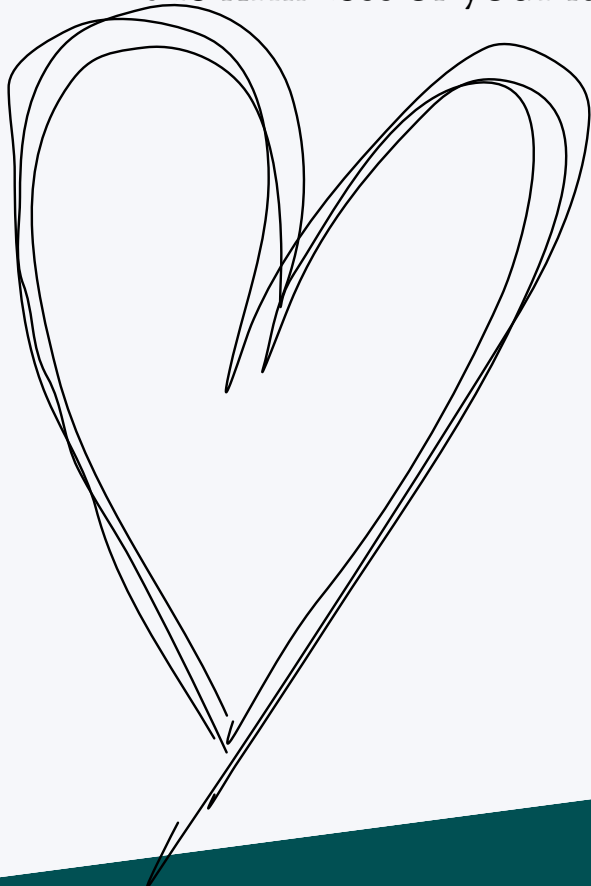


Vicar's Introduction

For I want you to know how great a struggle I have for you and for those at Laodicea and for all who have not seen me face to face. May their hearts be encouraged, being knit together in love, to reach all the riches of the full assurance of understanding and the knowledge of God's mystery, which is Christ, in whom are hidden all the treasures of wisdom and knowledge. I say this in order that no one may delude you with plausible arguments. For though I am absent in body, yet I am with you in spirit, rejoicing to see your good order and the firmness of your faith in Christ.



Colossians 2: 1 - 5
(The Message Translation)

Vicar's Introduction

Over the last several years each of us at Norbury Church has discovered what it means to be a community that is drawn together by love.

We learned that we could continue to demonstrate God's love, even if we are not physically present. We did this through online worship services and Bible studies, but also through reaching out to one another with support, through helping the poor, through showing compassion wherever we saw suffering, and by exercising sacrificial patience when we have had to make difficult decisions for the safety of our church members.

Each of these small acts of love demonstrates to me that we are a community that is drawn together by God's love.

So, as we move into a new season of life and ministry, one in which the world is divided and divisive; as we form our Mission Action plan for the next three years I want us to continue to be a community that is drawn together by love.

Vicar's Introduction

That does not mean we always have to agree, but it does mean that we need to see and acknowledge that each person is valued, each individual is loved by God; whether they be the stranger, the refugee, the homeless, the young, the old, the well dressed, or the scruffy. In each person we can see the love of God and that should draw us towards a ministry of offering love to each other and our community.

In the face of Living in Love and Faith, racial division and so much fear and hatred, we as Norbury Church can offer a model of mutual love and respect. We can do this through mutual sharing and conversation with people we disagree with, being willing to be open to one another with different ideas, to be willing to listen, and to care shows and demonstrate love.

The late Rev. Howard Thurman wrote, What have I learned about love? One of the central things was this: the experience of being understood by another is of primary importance. Somewhere deep within us is a place beyond all faults and virtues that has to be confirmed, before I could run the risk of opening my life up to another. To find ultimate security in an ultimate vulnerability. This is what it means to be loved.

Vicar's Introduction

This idea of opening up, of showing vulnerability, and of being loved enables each of us to love more; too be knitted together more closely. We may not agree on everything but we have a chance to grow a community of love.

To become such a community is to become a place of learning and listening.

With love, we not only have the precious gifts of encouragement and unity. We also find the opportunity to experience the full wisdom and knowledge of God who is Godself manifested in the unity of the Godhead: Father, Son, Holy Spirit, Creator, Redeemer and Sustainer.

Wisdom and knowledge can increase our faith, reveal the mysteries of Christ and guide the church into the ministries and missions that God is calling it to carry out in the world.

But to increase our faith we need to be willing to listen, to share, and to love. We cannot enter conversations holding tightly to our preconceived ideas. We cannot judge others as being less than us. We have to value the sacred in each other. We have to be willing to see God in our diversity.

Vicar's Introduction

This, I think, is one of the most important roles we as a church can have in our community. We can become a place for reconciliation and peace: A place where we value and cherish the other; a place where conversations can be shared and true listening modelled; a place where the loudest voice can be silenced by the quietist and where the wisdom of God can reign. We can become a beacon of hope, a community of wholeness, and a place of peace in a fractured world. We can become a community of love: drawn together by love and demonstrating the glorious gift of love; the love of God who is Father, Son, and Holy Spirit. Amen.

Values

It is sometimes said that ‘culture eats vision for breakfast’! We want to ensure the culture of our church remains healthy, and we seek to see the following values underpinning all that we do:

Peace

We believe that Jesus is the prince of Peace and we are called to be peacemakers in a broken world.

It is our aim to be reconciled to God, reconciled to each other, and reconciled to the world. To do this we believe we need to become peacemakers in our community. Thus in all, we say and do we will look to break down any division and create harmony between people.

We want our worship to promote peace, encourage inclusion, and demonstrate God’s love for all people.



Wholeness

We believe that God cares for all in our community. We want to be a community that cares for all people no matter if they have a faith or none. We want to demonstrate a community of diversity and inclusion and to do this all people need to feel welcomed and love.

We also believe that God gave us the world for and in line with the 5th Mark of Mission we strive to care for creation. We do this through engaging with the Eco Church scheme and by educating our congregation about more sustainable means of living.

We want to be a community of whole life disciples and therefore are dedicated to an excellence in worship which does not intimidate but encourages all people to participate in a life of discipleship and faith.

Hope

We believe that the message of the Gospel is hope for all people.

We are therefore called to live out that hope in our community.

We are called together to demonstrate the hope we have for the love of God for everyone.



Four Key Priorities

The four key priorities listed here are designed to summarise the wide variety of mission objectives listed further down, as well as to give focus to those projects and opportunities that will invariably emerge over the coming years.

① A Thriving Church Family

We believe that healthy, thriving congregations in which people are welcome and nurtured in the Christian community will be the best means of mission and evangelism at our disposal. We will continue to invest time, energy, and resources in ensuring that the worship experience of our Sunday services is excellent. This means that welcome, hospitality, music ministry, liturgy, teaching and preaching as well as kids and youth ministry will be continually evaluated, developed, and improved.





An organised and sustainable ministry

For any mission and ministry to take place we need to focus and care for the resources we have. We want to consider a major building conservation project, with the view to becoming Net Zero by 2030. The project is an ambitious conservation and redevelopment project. It has two phases: a church conservation phase, and a community development phase. It has two principle objectives: CONSERVE the historic Grade II* listed building, including undertaking repairs to the building, and adaptations to make it fit for purpose in 21st-century ministry; CREATE new spaces for church and community use.



A beacon of hope

We want to continue to learn what it means to offer hope and wholeness to people in our communities. The desire is to see a wide range of social justice and social transformation program's running over the next few years; beginning with a project to help us achieve gold eco-church status.



4

A relentless passion for children and young people

Over the past ten years, and indeed even earlier, a feature of the mission of Norbury Church has been its focus on youth and children's ministry. This is both our gift and responsibility. Although the demographic profile of our neighborhood has changed over the past decade, it remains the case that we have a very young parish population, with a particularly high proportion of children and youth. We have maintained, and will continue to maintain, a bias in our staffing plans towards resourcing mission and ministry amongst young people.



Drawn together by love

Mission Objectives

We have set some specific objectives for ourselves to work towards over the coming 3-year period. Many of the objectives are a continuation of healthy mission and ministry activities that have already been established and need to be sustained.

However, there are some new proposals for further exploration, development, and implementation. In each case, we have indicated whether the objective is specific to a particular year or phase of the 3-year plan.

The plan will be monitored and reviewed regularly by the Parish Church Council, Ministry and Staff Teams.



A Thriving Church Family

Prioritise prayer in the life of the church by

Yr 1

- Building a prayer ministry team
- Initiating a weekly early morning prayer meeting
- Initiating a monthly evening prayer meeting
- Developing a quarterly 'half night of prayer'.

Ministry
Team

Develop a 'Pastoral Team'

Yr 1 - 3

- To invest and train a parish nurse
- To create, and equip, volunteers to visit those who can no longer attend our Sunday gatherings.
- To evaluate how we care for all members of our church family.

Pastoral
Team

To continue to evaluate and develop our worship in line with our desire to be a thriving church family.

Yr 2 -3
Ministry
Team

A Thriving Church Family

To explore the best use of our financial resources for key employment:

Yr 1 -3
PCC

- To employ a worship leader
- And to consider employing:
- - Curate
 - Assistant Priest

To agree to sign up to become an inclusive church/honest church

Yr 1 -2
PCC

To form a safe-space for those who do not feel safe in church

Yr 2 -3
Ministry
Team

An organised and sustainable ministry

To continue to improve our verbal and written communications and find a team of volunteers to manage our communication and assist our administrator with any extra publicity required.

Yr 1 -3

To implement and use churchsuite management software for all communications.

Yr 1 -2
Staff
Team

To establish a Stewardship team to implement a strategy increasing voluntary contributions from our congregation.

Yr 2 -3
Finance
Team

An organised and sustainable ministry

To complete a complete energy audit for the site.	Yr 1 Premises Team
To review all <i>ad hoc</i> and regular lettings; ensure maximum possible income from premises hires.	Yr 1 Premises Team
Continue to work on a major building redevelopment in line with the quinquennial report.	Yr 1 -3 Premises Team
To create a church renovation plan to include the work of the Quinquennial and also make our building more environmentally sustainable.	Yr 1 -3 Premises Team
To establish an initial budget for building works and to ask for congregational giving to consolidate this budget.	Yr 2 Finance Team

A beacon of hope

To form an eco team and appoint an eco champion with the aim of becoming a Net Zero Site by 2030.

Yr 1 - 3
Premises and
Social Action

To continue to form links with Hazel Grove and partner with local community groups and lead events to bring hope to the community.

Yr 1 - 3
Social and
Outreach
and Social
Action

To create, and undertake, a community audit to garner a better understanding of the local community needs.

Yr 1 - 3
Social Action

A relentless passion for children and young people

Maintain a specific focus on children's ministry

- Train and equip more Sunday group volunteers so we can have age-appropriate Sunday groups. (Pre-School and Reception, Yrs 1 - 3 and 4 - 6).
- Launch a weekly event for primary-aged school children in Norbury.

Yr 1

Children's
and Youth
Team

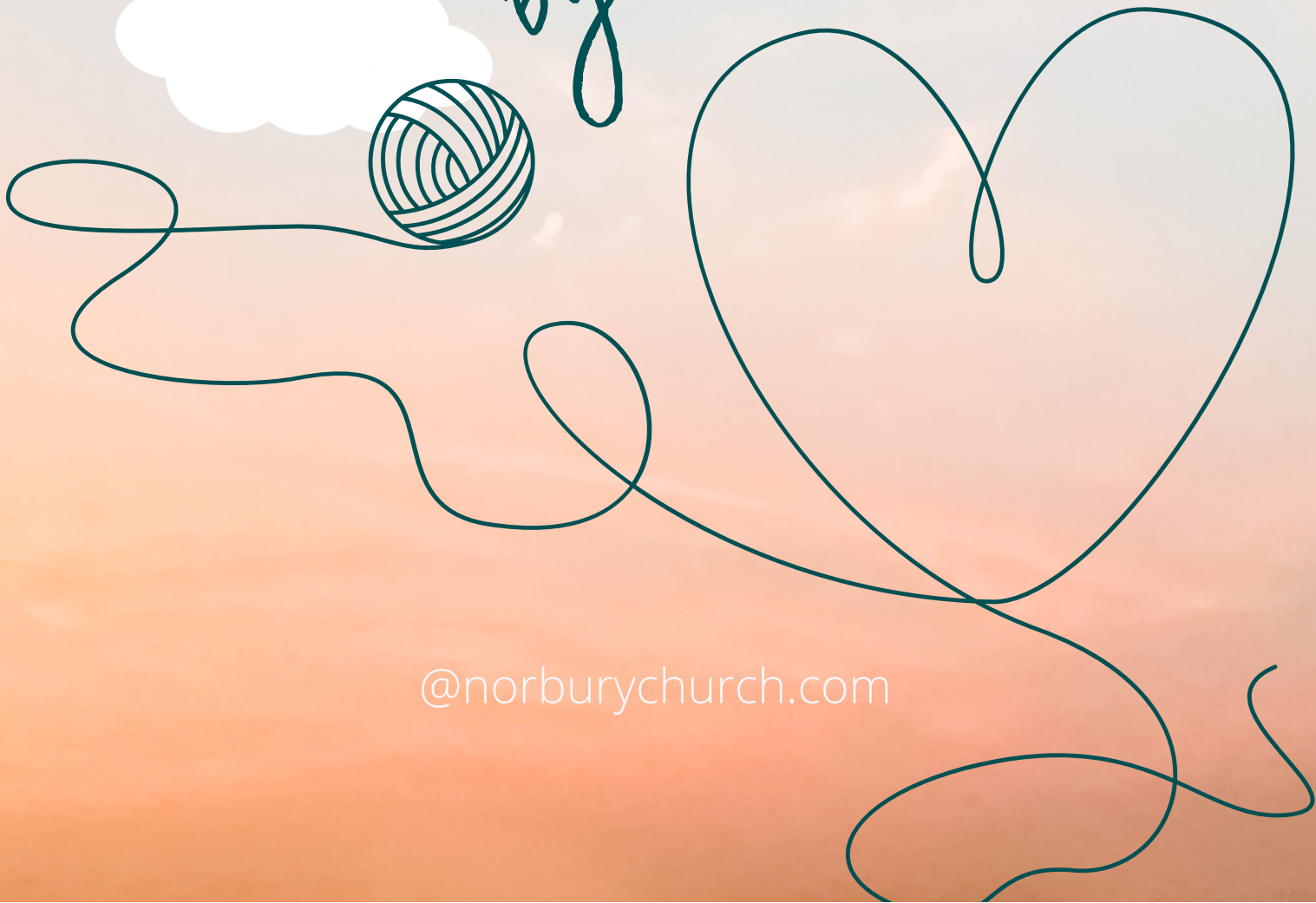
To re-develop our Youth ministry.

- Investing in the theological education of our youth team.
- Ensuring our staffing plan resources the development of new youth ministry leaders.
- Sustain a familiar pattern of regular youth groups open to all local youth.
- Develop termly special events including youth residential.

Yr 2 - 3

Children's
and Youth
Team

Drawn together
by love



@norburychurch.com