

Barbourne, St Stephen's Health and Sustainability Plan – agreed by PCC (*Insert Date*)

The diocesan vision: to grow as kingdom people, sharing the good news of Jesus' love in Worcestershire and Dudley. As the body of Christ, we join together to worship, make disciples, share hope, and transform communities characterised by values of love, compassion, justice and freedom.

Our church's vision: *"Praising God and Serving the Community"*

Becoming a healthier church:

Action Plan	Responsible	First step (with date)	Next steps (with dates)	Review by (date)
Our first priority. If we could only do one thing, we would:				
"Family Church" #1 - Begin a Sunday Stars group – a New Worshipping Community for young families, 30 minutes on a Sunday, once a month.	Lindsey Coulthard.	PCC agreement; equipment purchased, flyers printed, start date agreed (7 th May 2023).	- Volunteer team established and first Birthday of New Worshipping Community celebrated (May 2024) Continue to seek volunteer help for sustainability. (Volunteer event planned for 15/10/24) - Children and Young People's Space revamped. Pipework repainted. New carpet laid and furniture replaced. Additional furniture currently on order. The original idea of this was to facilitate invitation to families to attend 'main' service occasionally (H&S Plan 31/10/23). However a new family oriented service called 'Connect' is now proposed (and was agreed by PCC 24/07/24) beginning 06/10/24. - Broaden advertising to nurseries, Reception classes (31/10/23). Service Flyers for Connect agreed by PCC (24/07/24) Flyers to be available for distribution at Autumn Fayre (on 21/09/24) and circulated to local schools. Local uniformed groups also to be invited (September 2024). <i>Second Birthday celebrated. Numbers remain steady. Change from 1st to 4th Sunday of the month so that families can also attend Connect Service.</i>	November 2024 March 2025 January 2025 October 2025

			<i>Heather Murphy appointed November 2024. Commenced employment February 2025.</i> <i>6 month Probationary Period Interview</i>	<i>Monthly Supervision with Rev Lindsey and Rev Sarah.</i> <i>July 2025</i>
With God's grace we hope this will: 1. Attract more families, young people and children to faith, to worship and to our church communities. This is likely to include introducing further new forms of worship specifically designed to facilitate this. 2. Grow our involvement with and outreach to children and families in the wider community, particularly through development and extension of existing contacts with primary schools (we have good relationships with at least 6) and pre-schools. 3. Build the confidence and skills of our volunteer base to make this work sustainable after the project horizon. Note: we expect our bid will need to give targets for increases in AWA, volunteer involvement etc. This helps us: Worship God : ☐ Make Disciples : X Share hope : X Transform Communities : ☐				
Increasing our sustainability:				
Our third priority:				

Action Plan	Responsible	First steps (with date)	Next steps (with dates)	Review by (date)
"Networked Church" – website rebuild; <i>A Church Near You</i> update; Social Media strategic rethink.	PCC	Obtain PCC approval (31/1/23).	Source funding for website rebuild (15/2/23) - done. Identify a project leader (31/3/23) – done (Robyn Rooney). Scope new website look and content (30/6/23) – next meeting planned for 13/6/23. Begin assembling media content (photos, videos etc). (In progress) Begin Website build – July/August 2023 (<i>Not done</i>) September/October 2023 (depending on availability of Diocesan courses) – Training for all involved in advertising/social media in the Church. (<i>Not done</i>)	30/11/23 (in time for Christmas events)

	Robyn Rooney Michelle Walsh Lindsey Coulthard		Work on this priority was interrupted for a number of reasons – see MA Learning Review. Robyn and Lindsey to attend Diocesan Delivery of Website Provider HUBB Church 15/07/24 Presented to PCC by Robyn on 24/07/24 (Free month trial September 2024 and two year contract agreed by PCC) Working group appointed: Robyn Rooney, Michelle Walsh, Lindsey Coulthard – meeting on 06/09/24 to initiate/populate new template. <i>New website launched March 2025 (hosted by HUBB Church)</i> <i>Feedback very positive.</i>	November 2024 September 2025
“Compassionate Church” – scalable reordering project with a view to increased community engagement. NB: significant project, many dependencies.	PCC – then appoint Project Team to take forward (PCC to have oversight).	PCC Agreement in principle (31/1/23).	“Brains Trust” meeting to review: • Affordability and options for support with fundraising • Project team • Timescales (completed first meeting 16/3/23) This is likely to be a significant project, which could be tackled either in one go, or (more likely) in phases. Phase 1 would be likely to be a moderate reordering of the Church to include: Opening up part of the Church through removal of some pews and levelling the floor; Modest kitchenette facilities; 2 x disabled-access toilets; Improved access to and within the Church; Funding a team to make a regular café service available. The idea is that the café would be a platform from which to build greater community involvement. Costing of Phase 1: c.£250k + cost of café team and consumables. Funding initially to be sought from National Lottery. Next key step is to establish project team. We have some financial reserves as a “war chest”, but are facing some significant QI repair bills which need to be balanced against these growth plans.	TBC.

	Lindsey Coulthard Kevin Maltby Ruth Scotson Adrian Everett Richard Poppleton William Harwood Adrian Everett	Consultation and congregational comms will be key. As a first step, we have obtained a TMRO to move North Aisle pews - a way of introducing to and making real the project and further possibilities for the congregation. Project/Steering Group established May 2024 (<i>referred to as Community Support Group</i>) Congregation and Community Consultation (June 2024 – February 2025) as per Communication Plan. Application to extend TMRO approved by PCC 24/07//24 To be submitted for approval to Archdeacon by September 2024. (<i>Completed and awaiting approval from Diocesan Chancellor</i>) <i>Community Support Group meeting bimonthly and currently working on Phase 1 :</i> <i>Installation of ramp to West Porch approach – May 2025</i> <i>Improvement of South Porch entrance to include restoration of stonework – August 2025</i> <i>Revision of church doors/entrance/consider installation glass doors/ reinstallation of iron gates and installation of a heat curtain -</i> <i>Begin fundraising for Tower Room reordering to include installation of accessible toilet facilities</i>	March 2025 September 2025
With God's grace we hope this will: This helps us: Worship God : x Make Disciples: x Share hope: x Transform Communities: x			