



# MISSION ACTION PLANNING

2025



**RENEWED**



**RELEASED**



**REJUVENATED**

# Welcome

As a diocese, we have been called to grow a sustainable network of Christ-like, lively and diverse Christian communities in every place, which are effective in making disciples and in seeking to transform our society and God's world. Every day around the diocese, dedicated, creative and passionate people are working together in the mission of God.

I believe that God's desire is for the Church to grow, to flourish, and to make a difference in the world. This is the purpose of this document. As your bishop, I remain committed to supporting churches to do this so that, together, we can fulfil our diocesan vision. With the recent award of funding from the Strategic Mission and Ministry Investment Board, these are exciting times in the Diocese of Sheffield as we continue to follow through our strategy of being a Renewed, Released and Rejuvenated diocese.

I want to encourage you to engage with Mission Action Planning 2025 as a valuable on-going process to help you do this at parish and mission area level.

This Mission Action Plan document builds on the 2025 issue. If you completed a MAP in 2025 then please use this as a means of seeing how your plans have developed. If you have not yet completed a MAP then I warmly commend the process to you.

The Mission Action Planning 2025 booklet is only a part of the package. Our six AA-TEs and our Resourcing Mission and Ministry team are here to help you think through your plans and how you might implement them.

When you complete a Mission Action Plan response and send it in, we will

have a far clearer idea of what you want to achieve. We are now in a much better position to coordinate resources to help you with this.

I enthusiastically endorse Mission Action Planning 2025. All returned responses will be read carefully and receive a personal response from a member of the Resourcing Mission and Ministry Team. I pray it will help you to take forward our shared vision statement, access any support you need, and see this be fruitful locally.



**Bishop Pete**

# Contents

About Mission Action Planning 2025	5
A step-by-step guide to Mission Action Planning 2025	7
How do we make the most of Mission Action Planning 2025	9
A worked example of using the new materials	11
The ten sections of Mission Action Planning 2025	13
1: Vision, Purpose & Oversight Ministry	14
2: Prayer & Worship	16
3: Children, families and young people	18
4: Discipleship / Lights for Christ	20
5: Lay leadership & Focal Ministry	22
6: Church growth, evangelism & new congregations	24
7: Social transformation	26
8: Welcome & belonging	28
9: Finance & governance	30
10: Property resources	32
Actions pages (to record your actions) We will make available a Word document version of this as a separate document: you can then print off a copy for use with each of your focus sections.	34

## Timescale

Please aim to complete Mission Action Planning 2025 before the end of 2025. This will enable the Resourcing Mission & Ministry team (RMM) to review them early 2026 and to discern common needs so we can better support parishes.

# About Mission Action Planning 2025

## Bible reflection

“The king said to me, “What is it you want?” Then I prayed to the God of heaven,<sup>5</sup> and I answered the king, “If it pleases the king and if your servant has found favour in his sight, let him send me to the city in Judah where my ancestors are buried so that I can rebuild it.”<sup>6</sup> Then the king, with the queen sitting beside him, asked me, “How long will your journey take, and when will you get back?” It pleased the king to send me; so I set a time.

NEHEMIAH 2:4-6

Mission Action Planning will help your parish to discern and direct your mission and ministry in the local context. Some people baulk at the word ‘planning’. Yet planning is found right from the outset in God’s great unfolding of creation. It continues through the many characters who led God’s people through both testaments right through to those who saw the first Christian communities founded and thrive.

The book of Nehemiah offers us one example of planning in action. There isn’t space here to trace the twists and turns of this unfolding story but this short extract shows us three important things:

- **Prayer.** Some worry that planning is in some way ‘unspiritual’ or a capitulation to worldly methods. Those who know the book of Nehemiah well will know that he

fasted and prayed ‘for some days’ (Neh 1.4) before he did anything. Mission Action Planning 2025 should be grounded in prayer. Nehemiah’s ‘quick prayer’ here is the tip of the iceberg of prayer and demonstrates his continuing reliance on God.

- **Opportunity.** In Nehemiah’s case, he seized the moment to unlock resources and consent by speaking to the king in whose court he served. This was not without risk. We often have many things we could do but sometimes we know that we lack resources to pursue all of them. We need to prioritise and consider what will make the most difference.
- **Planning.** Though we do not see Nehemiah’s answer, it is clear that he was able to answer the king’s practical questions. In other words, Nehemiah had not only prayed but he had also thought through a plan – and now was the time to articulate it. Vague aspirations tend not to make much difference. Using our minds (planning) to process the wisdom God generously gives (James 1:5) is an important piece of work to put alongside our praying.

“What is it you want?” (Nehemiah 2:4). Mission Action Planning offers you an opportunity to respond prayerfully to this question and to consider humbly what God is calling you to do.

## Introduction

As mentioned in the Bishops' welcome, you will see that Mission Action Planning 2025 builds on the previous MAP. A few details to note:

- **Healthy church focus.** The eight sections of From Anecdote to Evidence, used in previous MAPs, are still there but these have been expanded to cover all areas of church life such as buildings and finance, which also impact church ministry.
- **Starting from where you are.** The aim is to offer a document that helps you to think about next steps and makes Mission Action Planning 2025 clearly a process to plan for mission. The worked example will show what this might look like.
- **Digital mission and ministry.** You will find references to digital mission and ministry' throughout this document. This reflects our increased realisation of the value of hybrid church, by which we mean church as both a physical and online presence.
- **The new model of ministry.** The document engages directly with Oversight Ministry, Focal Ministry and Mission Areas. It enables churches to flag up areas where they would like help. National church funding has given us people and resources to target support to churches who identify needs via Mission Action Planning.

# A Step-by-step Guide to Mission Action Planning 2025

## Overview

The outline of the Mission Action Planning process is simple:

- **Discerning vision together.** The process is designed to be done together. This could be a small group, made up of PCC members, clergy and others. It could involve consultation with the whole congregation. You will see that we are also offering outside facilitation, as we think this could be of real benefit to some churches. If you want to do something but do not know how, we can provide specialist advice for any of the 10 aspects of the Mission Action Plan.
- **Agreeing next steps.** When the Mission Action Planning 2025 response is finalised, it should go to PCC. Their adoption of the proposed plans is important if you are to move forward and these should become a working document in PCC agendas.
- **Communicating this more widely.** A critical step is to communicate your Mission Action Plan more widely. We have found that the more people in a church understand and embrace its current aims, the more effectively these are realised. You should also consider aspects that can be communicated via social and print media to your local community.

## Options for working through Mission Action Planning 2025



As before we are pleased to support churches in their mission action planning, though some churches will be happy to work without these ('self-led'). Note:

- 1 **Facilitated.** It can be really helpful to have an outside voice to reflect back what they are hearing, as a 'critical friend'. Associate Archdeacons and members of the Resourcing Mission and Ministry team would be happy to assist churches in this.
- 2 **Workshops.** We envisage that an evening or a Saturday morning workshop could be helpful to a group from a church to set them off on their planning. This might apply particularly to churches in vacancy.
- 3 **Self-led by the church.** For those doing this as a church group, we have provided some helpful 'how to' videos that you can access if you need them. NB. A small group could meet in person or online: virtual gatherings sometimes help people to be involved who cannot otherwise participate.
- 4 **It is a process.** Whatever your approach, it is well worth the investment of time for groups to meet more than once to give space for discussion and reflection.

Whichever option you choose, you will need a **small group of people** to take the lead in this process. This should include the minister(s) and some PCC members as well as people not on PCC but involved in other key aspects of church life. Make sure each member of the group has a copy of the Mission Action Planning 2025 material in advance. Record your progress on a master copy as you go, ready to complete the online form response at the end of process. If you wish to consult more widely in the congregation and have time to do this, it may well improve the outcome of your plans. You could also opt to consult specific people on certain aspects or take a more general poll on something that affects the majority of people.

## How do we make the most of Mission Action Planning 2025?

The heart of Mission Action Planning 2025 involves **10 aspects of church life**, each occupying a double page spread in the booklet form. Each of the 10 aspects has **four 'stages' (1-4)**, running across the page. You will see that they represent a progression towards an increasingly healthy expression of church life.

### Step 1: Where are we as a church?

Read through each of the 10 aspects of church life. For each one, agree as a group: what stage (1-4) describes our church? Note the stages for each theme for later reference.

#### Tips

- You are aiming for an 'overall sense', so don't get bogged down in detail
- Group members could bring their scores to the meeting in advance
- Be realistic. No judgment or criticism is intended

### Step 2: What are our priorities?

Pray, then ask:  
Which of the aspects of church life are your top priorities to address?

#### Tips

- Some churches will feel they have the capacity to do something in every aspect
- Concentrating on 3-4 themes could be more realistic for smaller churches, and perhaps more strategic for larger ones

### Step 3: Note the quick wins

Pause a moment and pray.  
Before getting into detail on the main actions, note any quick simple actions in the boxes for that section

#### Tips

- This might be a good point to finish a first planning meeting
- You will be ready to return to work on the main actions for your Mission Action Plan

### Step 4: The main actions

Return to the priorities you identified. For each theme, record 1-3 necessary actions on a master copy. This will be important for your own use and to complete your online form response later.

#### Tips

- Why 1-3 actions? Sometimes, several small actions are needed to achieve your goal
- Identify the best people for each action and a realistic timescale
- You might want to note potential barriers

### Step 5: Review

When you have completed Step 4, review your actions. Use the checklist opposite. Feel free to include any insights that haven't been covered by Mission Action Planning.

### Tips

- Are we confident these are our priorities?
- Is the timing of each realistic?
- Do we have the resources to complete them? If not, have we accessed support from Church House or others?

### Step 6: PCC presentation

Circulate your Mission Action Plan 2025 in advance to PCC members. Share your plans with the whole church so they 'own' them too.

### Tips

- Allow sufficient time for presentation and discussion: this is an important document
- Note any questions / agreed amendments
- Do revision work, if this is needed

### Step 7: Submit your Mission Action Plan 2025

Here is the link to online form: <https://forms.gle/yLdLwdWwNBZZ6r6S6>. If you are unable to do this, please contact [MAP@sheffield.anglican.org](mailto:MAP@sheffield.anglican.org) for other options.

### Tips

- N.B. The online form does not allow you to save your work part-way. So, please make sure you have all the information when you begin the submission.

### Step 8: Begin using it!

Mission Action Plan priorities should be a regular focus on PCC agendas.

Continue to keep MAP priorities in focus for the wider congregation too.

Make use of diocesan support where you need it.

### Tips

- Find creative ways to present it in a service, online and in your magazine. Your aim is to help the whole congregation to become part of your local vision
- Draw other people into specific actions so they can see that you are serious about proposed actions
- Build in review dates and what you hope to have achieved by each one

# An example of using Mission Action Planning 2025

Let's take 'Vision, Purpose and Oversight Ministry' as an example. Here is the table:

1. Vision, Purpose & Oversight Ministry	Themes	Stage 1 IN OUR CHURCH	Stage 2 IN OUR CHURCH	Stage 3 IN OUR CHURCH	Stage 4 IN OUR CHURCH
	<b>Vision.</b>	We don't yet have a clearly articulated vision of what God wants us to do.	We have a clearly articulated vision.	We have shared our vision with the leadership and wider church.	We have strong missional vision, owned, and resourced by the whole church.
	<b>Mission Action Planning (or equivalent).</b>	We don't have an up to date MAP or equivalent.	Our MAP is engaged with regularly.	Our MAP focuses on development opportunities and is implemented.	We actively engage with the MAP process including ongoing periodic review, update of mission activities and identification of new opportunities.
	<b>Leadership Development and Coaching.</b>	Our leaders are unsupported and not receiving training.	Our leaders are developing in their ministries through applying training, support or coaching.	Our leaders pass on their learning to others and support them.	Everyone in our church is in a supportive learning relationship.
	<b>Leading and modelling a healthy culture including collaboration and self-care.</b>	We do not have a leadership team and responsibility is not shared.	Leaders have been identified and are beginning to take responsibility but we still do not meet regularly as a team.	Our leaders meet regularly as a team. They are beginning to collaborate and support one another.	We have a leadership team which is regularly renewed and refreshed. Emerging leaders are identified, encouraged and supported.
	<b>Mission Area formation.</b>	There is little active communication across the mission area.	There is good communication across the Mission Area and the beginning of collaborative working.	The collaborative working across the Mission Area is well established and producing fruit.	The Mission Area working as a team and there is coherent use of resources across all communities.

### As this church discussed Mission Action Planning they realised that:

- Overall they felt that they were at stage 2
- They have a vision statement, which is reflected in their printed and online literature
- They have engaged regularly with MAP and followed through with the actions
- Leaders can access training and support
- A leadership team meets once a quarter
- Their weakest area is on communication and interaction across the Mission Area

**In terms of actions, they decided to address three things:**

- **Quick win:** to engage more with their Mission Area (currently the weakest aspect). A new Oversight Minister had just been appointed in another part of their area – an opportune time.
- **Time for a refresh:** their vision statement is ten years old. They still like it but they wonder how many people actually know what it means or why they have it. This will become the focus of a church away day but also be fed into communications and to sermons prior to that event.
- **Investing in leaders:** the leadership team feel it would be worth meeting monthly. They want to include some added mentoring and equipping but also to look to develop new leaders.

**In the Mission Action Planning response, this might look like this:**

Development priorities	Describe the current situation	Describe the desired outcome	Actions to be taken	By Whom?	By When?
1	Tend to work largely on their own as a church	Work more closely with the Mission Area, particularly a new Oversight Minister = a quick win	Get help from the Associate Archdeacon Discuss with PCC ways in which we can make this partnership meaningful	Minister	Can begin right now
2	Vision statement is 10 years old Not sure how many people know it / own it	Aim: to have a vision statement reflected in church life, known by people, and well communicated	Preach about this / have an away day: invite someone from Resourcing Mission & Ministry Team Ask Elliot Hyliger to help us review our website & social media	Preachers / leadership team Website admin	3 months 6 months
3	Leadership team meets quarterly No new leaders for some time	Aim: to meet monthly. Include in this some mentoring / equipping Look at Focal Ministry	Discuss this at leadership team to find a way forward. Think about those with potential to join the team	Curate to write a paper Approach Sally Myers	3 months 9 months

The following pages contain the ten sections of MAP 2025

# 1. Vision, Purpose & Oversight Ministry

Themes	Stage 1 IN OUR CHURCH	Stage 2 IN OUR CHURCH	Stage 3 IN OUR CHURCH	Stage 4 IN OUR CHURCH
<b>Vision.</b>	We have not yet clearly articulated a vision of what God wants us to do.	We have a clearly articulated vision.	We have shared our vision with the leadership and wider church.	We have strong missional vision, owned, and resourced by the whole church.
<b>Mission Action Planning (or equivalent).</b>	We don't have an up to date MAP or equivalent.	We have completed a MAP but it is not regularly considered by the PCC or church leadership.	Our MAP focuses on new opportunities for mission and ministry and we have plans for completing our priorities.	We actively engage with the MAP process including ongoing periodic review, update of mission activities and identification of new opportunities.
<b>Lay and Ordained. Leadership Development and Coaching.</b>	Our lay and ordained leaders are unsupported and not receiving training.	Our leaders are developing in their ministries through applied training, support or coaching.	Our leaders pass on their learning to others and support them.	Everyone in our church is in a supportive learning relationship.
<b>Leading and modelling a healthy culture including collaboration and self-care.</b>	We do not have a leadership team and responsibility is not shared more widely.	Leaders have been identified and are beginning to take responsibility but we still do not meet regularly as a team.	Our leaders meet regularly as a team. They are beginning to collaborate and support one another.	We have a leadership team which is regularly renewed and refreshed. Emerging leaders are identified, encouraged and supported.
<b>Mission Area formation.</b>	There is little active communication across the mission area.	There is good communication across the Mission Area and the beginning of collaborative working.	The collaborative working across the Mission Area is well established and producing	The Mission Area working as a team and there is coherent use of resources across all communities.

## 2. Prayer & worship

Themes	Stage 1 IN OUR CHURCH	Stage 2 IN OUR CHURCH	Stage 3 IN OUR CHURCH	Stage 4 IN OUR CHURCH
<b>Corporate / collective worship (including sacraments).</b>	Worship is led by only one or two people; we struggle to find others to take on a role.	A growing team of people take part in leading worship and it is rare for the church to lack someone to lead worship.	Worship is accessible to the wider community and enables them to meet with God, as well as serving the needs of established Christians.	Worship (gathered and online) is exciting and energising and no longer restricted to Sundays. It enables people to grow as disciples of Jesus.
<b>Engagement and Accessibility in worship.</b>	There is a lack of willingness to adopt new approaches to worship or to adapt to the needs of visitors. We have not thought about our online options.	The worship inspires people to connect with God. It is varied to suit new people as well as established members; it is flexible to respond to opportunities and is reviewed periodically.	Inspiring and engaging worship is becoming a natural characteristic of church life; our worship takes account of those with physical (and non-physical) needs and we are seeking to discern our online offering.	Our worship is intentionally accessible to all ages and to a variety of people, with their involvement fully encouraged; our online presence helps people to access this.
<b>Corporate / collective prayer.</b>	Corporate church prayer is limited solely to Sunday intercessions.	Sunday intercessions are backed up by regular prayer gatherings within the congregation.	We have regular teaching on the place of prayer in the Christian life. People are happy to give testimonies to answered prayer.	Corporate prayer now includes regular events at Mission Area & Deanery level and engagement at church level with the 2025 Prayer Community.
<b>Individual prayer.</b>	There are low expectations of personal intercession and prayer life.	Private prayer is encouraged, including membership of the Diocesan Prayer Community.	Opportunities to receive personal prayer are offered during Sunday services.	Individuals regularly pray in triplets or small groups. Some of these make use of digital technology.
<b>Preaching and Teaching.</b>	Only one or two people preach on a Sunday. There is no opportunity for others to test out a calling.	Preaching is shared between a team of licensed and commissioned ordained and lay ministers and relates well to everyday life.	Teaching on Scripture and the Christian life are offered outside of Sunday worship.	Preachers regularly meet to plan and to coordinate their ministry. Space is given to special themes and there is a focus on equipping people to live as Lights for Christ in the world.

### 3. Children, youth and families (CYF)

NB – All those working with children and young people should be safer recruited, have an enhanced DBS check and be trained by the diocesan safeguarding team

Themes	Stage 1 IN OUR CHURCH	Stage 2 IN OUR CHURCH	Stage 3 IN OUR CHURCH	Stage 4 IN OUR CHURCH
<b>CYF provision with discipleship pathways.</b>	There is currently little or no CYF provision.	There is some provision for children or young people, like Sunday school, a toddlers' group or a youth group.	There are regular groups for CYF run by committed teams and we see children moving through to youth groups as they are disciplined.	There is a thriving relational CYF ministry that takes place across all aspects of our church life. Young people have a voice in our governance and are encouraged to take leadership roles in the church.
<b>Welcome and inclusion.</b>	We struggle to give children, young people and families	We have plans to improve our welcome and include CYF into the life of our church.	We encourage a warm welcome across the church, not just by our welcome team. We see CYF coming to activities and they feel at home with us.	The whole church makes CYF welcome. They are an integral part of the church, influencing and shaping its life and ministry. Quality resources are readily available for CYF and our digital presence is clearly shaped by CYF and their concerns.
<b>Volunteers / team.</b>	a warm welcome or include them in any meaningful way.	We have plans to improve our welcome and include CYF into the life of our church.	We encourage a warm welcome across the church, not just by our welcome team. We see CYF coming to activities and they feel at home with us.	The whole church makes CYF welcome. They are an integral part of the church, influencing and shaping its life and ministry. Quality resources are readily available for CYF and our digital presence is clearly shaped by CYF and their concerns.
<b>Schools / community engagement.</b>	There is little or no engagement with local schools or community groups for children / young people.	There are occasional visits to schools for assemblies or lessons, and/or local schools visit our church for various events throughout the year. (i.e. Harvest, Christmas, Remembrance). We have people who are committed to serving some of the local community groups.	We have a positive relationship with the local school(s) and/or children's and young people's groups and serve them through lessons / assemblies / church visits / volunteering regularly.	The local children / young people know who we are and we have seen some join our church groups / discipleship pathways as a result of these relationships. We also have meaningful connections with local community groups in which we further relate to CYF.
<b>Worship.</b>	Our styles of worship do not currently connect with CYF from our parish.	We are careful to design our worship to connect with CYF by making it accessible and interactive.	Our worship engages the culture of our community, and CYF connect with it meaningfully. We offer inspirational worship to accommodate different people groups.	CYF are fully integrated into the worship of the church, including training them to lead and shape the services. The worship is open to all and enables them to connect with God.

## 4. Discipleship / Lights for Christ

Themes	Stage 1 IN OUR CHURCH	Stage 2 IN OUR CHURCH	Stage 3 IN OUR CHURCH	Stage 4 IN OUR CHURCH
<b>Discipleship Culture.</b>	The language of discipleship is rarely used or understood by our worshippers.	The language of discipleship is regularly used and understood by all ages.	A growing number of people, including children and young people, see themselves as disciples of Jesus.	Engaged discipleship is an assumed part of the life of the church at all ages.
<b>Resourcing Disciples (Receiving the Light of Christ).</b>	We do not intentionally preach or teach on what it means to be a disciple of Jesus Christ.	We have frequent short courses and opportunities for people to meet together in small groups.	We enable a small group structure and a growing number of people are part of one.	Discipleship for all ages is promoted and supported through small groups and involvement in other church ministries, including digital access.
<b>Being whole of life disciples (Walking in the Light of Christ).</b>	We rarely discuss how our faith impacts our day to day lives.	We are encouraged to see how our walk with God impacts our everyday lives and choices.	We hear stories from each other about how God is at work in their lives, e.g. through "This Time Tomorrow" slots.	People are supported as intentional disciples in every aspect of their lives.
<b>Bringing others to faith (Reflecting the Light of Christ).</b>	We rarely see new people coming to faith.	We encourage and equip people to give a reason for the hope they have in Jesus.	We regularly create opportunities where ongoing relationships can be made with non-church people.	Our church is growing and new people are coming to faith as disciples make disciples.
<b>Lights for Christ and Personal Rule of Life (or equivalent).</b>	We have not engaged with Lights for Christ or Personal Rule of Life or anything similar.	We have engaged with some of the Lights for Christ courses or equivalent.	We have promoted Personal Rule of Life and have a growing Personal Rule of Life community.	We are seeing a deepening of faith in our congregation because of increased use of Lights for Christ or other discipleship materials.

## 5. Lay Leadership and Focal Ministry

Themes	Stage 1 IN OUR CHURCH	Stage 2 IN OUR CHURCH	Stage 3 IN OUR CHURCH	Stage 4 IN OUR CHURCH
<b>Team working.</b>	There is no sense of shared leadership. Clergy and churchwardens fulfill their roles but independently. There are no licensed or authorised lay ministers.	Those in leadership (clergy and lay) meet together and we have the beginnings of a leadership ministry team structure in place.	Lay leaders operate in all areas of church life. The leadership ministry team meets regularly with clear communication.	Effective collaborative leadership (lay and ordained) is evident in all areas of church life. Lay teams are released and empowered. This results in transformation and growth of the church, numerically and spiritually.
<b>Identifying leaders / ministers.</b>	We have not intentionally identified new leaders and people lack confidence to step forward as volunteers.	We are actively looking for new leaders to support and strengthen existing roles. We have commissioned lay ministers to serve in church and community.	We release leaders for new missional aspects of our ministry, as well as existing roles, and we welcome fresh vision. Leaders reflect the diversity of our church / community.	Identification of new leaders covers roles that don't yet exist and we make use of conscious 'succession planning'.
<b>Supporting and caring for leaders / ministers.</b>	People who take leadership roles are largely left to 'get on with it', without explicit support or accountability.	We try to make sure that expectations placed on leaders are realistic and that they know they have access to support.	Our leaders are supported through regular meetings and other encouragement.	Leaders are self-aware. They benefit from good support, collaborative working and a sense of purpose from clear and sympathetic accountability.
<b>Training &amp; equipping leaders and ministers.</b>	Leaders are not made aware of, or encouraged to take advantage of, training opportunities.	Leaders are encouraged to seek out training and equipping, as they identify specific gaps in their skills / knowledge.	We provide good opportunities to leaders to develop character and skills, as well as their accountability and collaborative working.	Leaders are committed to growing and developing in their roles with equipping adjusted to their needs and circumstances.
<b>Focal ministry.</b>	We do not yet have Focal Ministers.	The PCC has begun to explore Focal Ministry.	We have nominated or authorised Focal Ministers in place.	We have Focal Ministers who are confident in their roles and are working well as part of a wider team.

## 6. Growth, Evangelism, & New Congregations

Themes	Stage 1 IN OUR CHURCH	Stage 2 IN OUR CHURCH	Stage 3 IN OUR CHURCH	Stage 4 IN OUR CHURCH
<b>Plan for church growth.</b>	We do not have a clear understanding of how we might see out church grow.	We plan for growth by providing a good Sunday service and welcome.	We plan for growth by consciously engaging with our community.	We plan for growth through new initiatives and new congregations.
<b>Missional outreach.</b>	There are few situations where we engage with our wider community.	We have occasional events in our buildings which develop our relational fringe.	We regularly build our relationships by going into our community where people are, including online spaces.	Reaching out is embedded in our church structure e.g. missional communities.
<b>Evangelism.</b>	We are not intentional about seeing people come to faith in Christ.	We take opportunities to share our faith as they arise, Christmas, Harvest, occasional offices etc.	We regularly hold enquirers courses to help present the gospel, e.g. Alpha, Christianity Explored, Start.	We equip people for personal evangelism as well as using enquirer's courses.
<b>Numerical Growth.</b>	We are not committed to numerical growth.	There is a stated desire for numerical growth and we notice people joining and leaving.	We are intentional about using numerical data to help us focus on mission and discipleship. We seek to address issues that cause people to leave and build on that which encourages them to stay.	We have effective pathways by which people can become and grow as disciples.
<b>New Congregations.</b>	We have not thought about starting a New Congregation.	We are considering starting a new congregation but would need help.	We have started a New Congregation.	We have launched a number of New Congregations, and are interested in becoming a resource church*.

\* A Resource Church is a church that grafts into a small existing congregation or plants in a new location.

## 7. Social Transformation

Themes	Stage 1 IN OUR CHURCH	Stage 2 IN OUR CHURCH	Stage 3 IN OUR CHURCH	Stage 4 IN OUR CHURCH
<b>Understanding context.</b>	We have not investigated the context and social make up of our local area.	There is some interest in finding out more about the local area.	We know our area and its demographics and use statistics to best work out how we can serve.	Our congregations reflect the demographics of our local community.
<b>Creation care.</b>	We have not thought about how as a church we can address environmental concerns.	Some members of the church have expressed an interest in environmental concerns. We have registered an interest in becoming an Eco Church	A growing number of people are concerned with the impact on the environment and are working together to respond as a church. We are a Bronze Eco Church	We have a silver (or gold) Eco Church award
<b>Social Justice.</b>	Our church shows little interest in the poorest and most vulnerable in our community.	Some of our church members want to serve the poorest and most vulnerable but don't know where to start.	We seek to serve the vulnerable and marginalised within our church family and in the wider community. We run or partner in a project that helps people.	We connect our faith in a just God to issues of injustice in our community and around the world. We use our voice in the public square to lobby for change.
<b>The Common Good.</b>	We have only a few local connections with community groups and individuals.	Church members have significant connections with individuals and groups in the community, and are identified as church members by these people.	Church members are tied into the local community and representatives of the civic/ local community life are regularly interacting with our church. We seek to share Jesus in all places and build working partnerships with other agencies of good will.	Members of our church are encouraged to serve in public life and to see their "day job" in terms of a vocation in the world. We are known in the wider community as a force for good. The church has partnerships both individual and corporate with others.
<b>Racial Justice.</b>	We have no, or few, UKME/GMH people in our church, and they are not involved in our church life.	Some members of our church have undertaken Unconscious Bias training and we are looking for further study to help us understand prejudice in our church and community.	We are intentional in embracing the uniqueness of people from different backgrounds. We are developed relationships with UKME/GMH people and are seeing them participate in church life.	UKME/GMH people feel that they truly belong in our church. Their gifts and ministry is visible, recognized and affirmed. Our website, noticeboard and communications reflect the diversity of our congregation.

## 8. Welcome and belonging

Themes	Stage 1 IN OUR CHURCH	Stage 2 IN OUR CHURCH	Stage 3 IN OUR CHURCH	Stage 4 IN OUR CHURCH
<b>Welcome.</b>	We do not have an organised welcome for new people.	We welcome people at the door and give clear information to help them access the service.	We have a welcome team that operates before and after services.	We have a culture of welcome across the whole congregation that helps integrate new people into the life of the church.
<b>Digital presence.</b>	We do not have an up to date digital presence (Website, social media, search listings etc).	We have a Facebook page, webpage or A Church Near You profile that is updated regularly.	We are developing a digital strategy to engage with people online as well as onsite.	We are a hybrid church with a fully implemented digital strategy.
<b>Hospitality.</b>	We do not provide refreshments after services.	We have refreshments available after services and there is encouragement to chat.	We regularly put on welcome lunches or other events to help new people get to know others in the congregation.	We have a culture of generous and sacrificial hospitality.
<b>Community.</b>	We only meet together on Sundays	At some points in the year, we gather for social events, e.g. harvest supper, summer picnic, pie & peas.	We organise events that intentionally foster relationships within the church to build community.	We have a structure of midweek gatherings including home groups to build strong Christian community, including digital access.
<b>Inclusion.</b>	We do not notice who from our community is missing from our church.	We have begun to explore the barriers to inclusion e.g. via Unconscious Bias Training.	We have begun to see a wider range of people and they play a part in the life of the church.	Our leadership fully reflects the community's demographic make-up.

## 9. Finance & Governance

Themes	Stage 1 IN OUR CHURCH	Stage 2 IN OUR CHURCH	Stage 3 IN OUR CHURCH	Stage 4 IN OUR CHURCH
<b>Governance.</b>	We struggle to recruit a full PCC, there are vacancies in key positions and/or some people have multiple roles.	We have some vacancies and the PCC feels overstretched. We are aware of gaps in our policies and procedures.	We have a full PCC with a plan to bring our policies and procedures up to date. PCC members are inducted and aware of their responsibilities. They have made use of training to help them function well, e.g. from CPAS and/or ACAT.	We have a full PCC and compliment of officers who work well together. Tasks are delegated to sub committees/teams and groups. The PCC and ministry team work well together. We have regularly updated policies and well-structured meetings.
<b>Financial accountability.</b>	We find it hard to recruit a treasurer and struggle to produce and submit our accounts on time.	We have basic accounts that don't fully comply. Our treasurer needs help and support that we struggle to provide. Church members are only updated at the APCM.	We make use of an accounting package e.g. Data Developments/Quick Books. It is kept up to date and used to produce timely and appropriate reports for the PCC.	Accounts and Finance returns are produced and submitted on time and in accordance with the latest PCC/charity regulations. PCC members understand and exercise their responsibilities as trustees.
<b>Yearly Budgeting and reserves.</b>	We do not produce/discuss an annual budget.	The treasurer produces a simple budget but this isn't discussed at PCC or Standing Committee.	Our budget is reviewed regularly against actuals and cash flow forecasts.	The Finance team produces a detailed one-year budget and a three-year forecast that is aligned to the vision and resources the Mission Action Plan.
<b>Generous Giving.</b>	There is rarely any teaching on giving and generosity.	The church has an annual giving Sunday. Regular giving is encouraged. Gift Aid is promoted and claimed regularly.	There is regular teaching on giving that is linked to our Missional Vision. We are signed up to the Parish Giving Scheme and also make full use of the Gift Aid Small Donations scheme.	Giving and generosity is embedded in our discipleship programme and also reflected in the PCCs generosity to other churches and mission.
<b>Common Fund.</b>	We struggle to make a Common Fund Pledge and meet our pledge commitment.	Our Common Fund contribution comes from what is left after other costs and expenses.	We pledge what is asked for and build our budget and financial appeals around it. We make monthly contributions to the DBF.	We are committed to increasing our Common Fund contribution to support the Mission and Ministry of the Diocese.

## 10. Property Resources

Themes	Stage 1 IN OUR CHURCH	Stage 2 IN OUR CHURCH	Stage 3 IN OUR CHURCH	Stage 4 IN OUR CHURCH
<b>Vision for mission integrated into plans for the building</b>	The vision for mission and the plans for the building are not linked.	The building could be adapted to better link with our mission priorities.	We have a plan to adapt our building to better support our mission but are not confident with how to make it happen.	We have adapted our building to support our mission better and we continue to review this as circumstances change.
<b>Care &amp; Maintenance</b>	There is no annual maintenance plan and no team to lead care and maintenance.	There is a plan for maintenance but no one to make sure it happens.	We have a maintenance plan and a team to ensure maintenance happens when we have enough budget.	We have a maintenance plan, a team to ensure that maintenance happens and a budget to complete works.
<b>How well-equipped is the building to accommodate its current (and/or potential future) additional and alternative uses comfortably</b>	Furnishings and facilities are limited / not sufficient to accommodate use comfortably (e.g. no running water; no toilet, no kitchen, not fully accessible).	Furnishings and facilities are serviceable but could be improved and might limit possible uses (e.g. limited / small toilet and kitchen facilities, accessible with some challenges).	Furnishings and facilities adequate for our current mission needs but some limitations for some people (e.g. accessible access not easy as we'd like).	Fully accessible, comfortable facilities that can accommodate people of all ages and abilities with ease.
<b>Creation care of church property and its place in mission</b>	We don't currently link creation care and use of our buildings and land to our mission and vision.	We are planning our creation care and net zero future but don't currently relate this to our mission.	We are actively pursuing a creation care and net zero future but it isn't related to our mission and vision.	We are actively pursuing a creation care net zero future, integrated into our mission and vision, building a sustainable community asset that can host events / activities and partner with community groups.

# Further support

If you need support or resources to help you to progress with actions in any of the ten sections, please send an email to:

[MAP@sheffield.anglican.org](mailto:MAP@sheffield.anglican.org)

The Resourcing Mission and Ministry (RMM) team will regularly review requests sent in to this email address to pass on to the person best able to help you. We have people able to offer support for each of the ten sections of Mission Action Planning 2025 and also for needs that do not fit neatly into one of these categories, e.g. digital mission.

## Action pages:

You will need one such page for each area of Mission Action Planning 2025 for which you have actions. This will be available as an editable Word document. We recommend concentrating on 3-4 areas. Some churches will choose to attempt fewer or more.

Development priorities	Describe the current situation	Describe the desired outcome	Action to be taken	By Whom?	By When?
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