

**St Lucius Church, Farnley Tyas**  
**Strategic Action Plan: 2024 to 2027**

**Our vision statement**

As followers in the Way of Christ we will be "**Inclusive in all that we do, so that we are the heart of the community**" - the Heart in every sense.  
We will be integrated in, and valued by, the Farnley Tyas community with a regular congregation <30, across all age groups and demographics

**Our own Parish Values**

We will be inclusive, welcoming, respectful, kind, compassionate and non judgemental of all.

**Our Long term Goals and Objectives are to be:**

1. Self sustaining financially, socially and environmentally
2. Recognised and valued as having a significant role in maintaining the well being of our community

**Our Diocesan mission statement** (so that we mirror the Diocese)

Confident Christians, growing our Church and transforming our community.

**Our Diocesan Vision** (so that we mirror the Diocese) **Loving, Living, Learning**

**Loving**

We will, by our actions and faith, show our care and love for our congregation and encourage and support their faith and well being.  
Measuring our Pastoral visits, home communions, care home and hospital visits.

**Living**

We will live in the present being aware of the needs of our congregation and Parish.  
Measuring our baptisms, confirmations, and weddings.

**Learning**

We will be open to learn from our clergy and each other and be open to learning about the Gospel and the meaning of Christianity  
We will be prayerful and willing to be brave and strive to relate to one another and to God.  
Measuring our learning events, discipleship courses and bible study sessions, recording the number of participants.

**Note:** The term “DCC” used throughout this plan is to be replaced by “St Lucius Church Committee”.

### Critical Tasks, Timelines, Resources and Measures

<b>Tasks: What is the task?</b>	<b>Lead</b>	<b>Timeline: When will the task be reviewed</b>	<b>Resources required: People, Funds, Materials Links to parish Plan</b>	<b>How we will measure: Metrics Frequency</b>
<b>1.0 Mission, outreach, engagement and social sustainability</b>				
1.1 Engage with the Farnley Tyas First School by having at least two events in church, each term, plus participation in school assemblies and collective worship.	CB MW Clergy	Review Jan 2025	Parish Plan: 7a, 7b, 7c, Parish wide Collective Worship team	DCC meetings, Feed back, outcomes.
1.1.1 Member of St Lucius to be a School governor FT First School	F C-G		Parish Plan: 7b	On going
1.2 Engage through dialogue with the FT community groups (FTCG, FTRG, Bowling Club) to discover their priorities and link our actions with theirs	DCC KH RW	Review Jan 2025		DCC meetings, Feed back, outcomes.
1.3 Stage one event to engage with the whole St Lucius and FT community per month - this to include 7 film nights and 4 fundraising events	Events	Review Jan 2025	Parish Plan: 15a, 15b,15c,15d..	DCC meetings, Feed back, outcomes.
1.4 Understand the needs of our Parish and working with the PCC, develop mutually supportive links and activities	PCC reps	Review Jan 2025	PCC meetings Meetings with Clergy Informal contacts	DCC meetings, Feed back, outcomes. Survey of congregation completed Nov 2024

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1.5 Seek organisations and groups so the community space will be used up to 4 days per week	CT GS	Review Jan 2025	15i	DCC meetings, Feed back, outcomes.
1.6 Start a men's group for talking and walking	CT	Review Jan 2025	Contact Andy's Man's Groups et al., for guidance 15b	DCC meetings, Feed back, outcomes.
1.7 How can we connect with families: 1.7.1 Advertise children's corner at Tuesday cafe 1.7.2 Create a Toddler Service for Mums and Toddlers	Clergy DCC Clergy	Review Jan 2025	Parish Plan 8a, 9b Start with DCC members families Cafe patrons	DCC meetings, Feed back, outcomes.
1.8 Start a mother and baby group at Tuesday cafe	DCC	Review Jan 2025	Parish Plan 9a, 9b.	DCC meetings, Feed back,
1.9 Monitor Weddings Baptisms and Funerals and seek to engage with participants encouraging them to join our church family	CB MW DCC	Review Jan 2025	Parish Plan 16c, DCC to allocate individuals to buddy these people.	DCC meetings, Feed back, outcomes.
1.10 Help SMASH Food Share with volunteers and food	DCC	On going	Parish Plan: 12 Weekly collections & donations	DCC meetings, Feed back,
1.11 Monitor and record Pastoral care and Home communion visits	DCC Clergy	On going in absence of Vicar	Parish Plan 11a, 11b..	DCC meetings, Feed back, outcomes.
1.12 We will promote St Lucius church as a destination of choice for weddings, baptisms and funerals	CT RC	Development of brochure in hand	Make a brochure and website Talk to funeral dir's 16b 14	DCC meetings, Feed back, outcomes.
1.13 Prepare and publish a communication plan	CT	Prepared.	Now Publish by 1st May	DCC meetings, Feed back, outcomes.
<b>2.0 Financial and environmental sustainability, care and maintenance of our team, church fabric, building and churchyard</b>				
2.1 Create and agree a plan to generate an annual income <£40k with targeted annual growth	CT	Review Jan 2025	Events, Parish Giving Scheme, Appeal at Patronal Festival, 2.0	DCC meetings, Feed back, outcomes.

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2.2 Cost, agree, fund and install a environmentally sustainable heating system	DCC RW KH	Review Jan 2025	Planning permission achieved, get system quoted	DCC meetings, Feed back, outcomes.
2.3 Celebrate success with team (DCC)	CT	Highlight at DCC meetings	Organise a Social for DCC in Spring 2025	DCC meetings, Feed back, outcomes.
2.4 Events / Income Generation committee	LG	Jan 30th at DCC	DCC and ad hoc meetings 2.0	DCC meetings, Feed back, outcomes and ad hoc.
2.5 Spare				
2.6 Design and implement a preventative maintenance plan	RW	Review Jan 2025	2.0	DCC meetings, Feed back, outcomes.
2.7 Cut back trees in the churchyard - by Dec 2024 Complete installation of AV equipment - by July 1st Install a replacement heater in the community space compatible with our sustainability goals - tba Install ground level lighting up the path to the church door - by Sept 1st		DCC meetings, Feed back, outcomes. General care and preventative maintenance  All tasks completed  Review Jan 2025		
2.8 Build an illuminated crib / nativity scene in a small open cabin in the churchyard near the front gate	CT	By 1st December 2025		DCC meetings
2.9 Fund ECO group with £1000 budget 2.9.1 Link to the Eco- church strategic and annual plans with the goal to achieve A Rocha's eco-church scheme 'gold award' by December 2025.	DCC Eco team	Done On going	Parish Plan 11. December 2025	DCC and ECO meetings
<b>3.0 Building faith, understanding and Christian values</b>				
3.1 Engage with Barnabas revitalisation plan	Clergy	PCC reps	Parish Plan: all sections.	PCC meetings

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3.2 Get the congregation more "involved and engaged" in services	Clergy		Parish Plan: 4.0, 5.0, 6.0, 7.0.	DCC meetings, Feed back, outcomes.
3.3 Review alternative services and formats that have proved popular in engaging with wider audiences	Clergy		Parish Plan: 5.0	DCC meetings, Feed back, outcomes.
3.4 Introduce family and children focussed services	Clergy		Parish Plan: 8.0	DCC meetings, Feed back, outcomes.
3.5 Help the congregation to develop their faith and understanding of Christianity	Clergy		Parish Plan: 6.0	DCC meetings, Feed back, outcomes.
3.6 Develop links with other faiths	Clergy		Discuss with Rachel Firth	DCC meetings, Feed back, outcomes.
3.7 Develop links with other local churches	DCC		Proactively engage with local churches, Use Deanery synod.	DCC meetings, Feed back, outcomes.
3.8 Ensure new members of the congregation are welcomed, engaged and drawn into the church community	CB MW	On going	All members of the DCC are trained to do this. Parish Plan: 4.0	DCC meetings, Feed back, outcomes.

**Our KPIs to measure progress and success**

<b>KPI Dashboard 2024</b>	<b>Jan</b>	<b>Feb</b>	<b>Mar</b>	<b>Apr</b>	<b>May</b>	<b>Jun</b>	<b>Jul</b>	<b>Aug</b>	<b>Sep</b>	<b>Oct</b>	<b>Nov</b>	<b>Dec</b>
<b>KPI 1</b> Generate <£40k annual income by 1/12/24												
<b>KPI 2</b> Achieve weekly service attendance at a weekly average <30 by 31/12/2024												
<b>KPI 3</b> Issue DCC meeting minutes within 5 days of each meeting.												
<b>KPI 4</b> Hold 6 DCC meetings per annum												
<b>KPI 5</b> No. of Pastoral visits												
<b>KPI 6</b> No. of Home Communion												
<b>KPI 7</b> No. of Bible study and Learning events and Participants												
<b>KPI 8</b> Participants in Discipleship Training												

### **How we will communicate our strategic plan to our congregation and stakeholders**

- a. Page 1 of the plan (Vision, Values, Mission and Goals) will be printed as a handy card that people can keep with them and a “fridge sticker” to refer to as a daily reminder.
- b. The St Lucius Strategic Plan will be circulated to the congregation in a printed format.
- c. Copies will be available at services for the first month.
  - i. Copies will be available in church, on the church notice board and will be emailed if requested, to all church members on the church email list
- d. Progress towards agreed goals will be communicated by:
  - i. Minutes of our DCC meetings
  - ii. Updating the PCC at PCC meetings
  - iii. Church “Sunday Notices”
  - iv. Asking for feedback

### **How we will review and adjust our plan regularly, incorporating feedback and adapting to changing circumstances.**

1. We will seek feedback by a formal annual survey and by informal dialogue
2. We will may add to and update our KPI’s monthly and circulate the information to our Clergy, DCC and PCC
3. We will will review our key tasks as required at our regular DCC meetings
4. We will hold an annual Strategic Plan review meeting which will precede our church and Parish AGM meetings
5. We will present “A review and update our Strategic Plan” at our AGM and Parish AGM.

## Appendices

1. Financial budget for each year 2000 - 2023 and planned budget 2024
2. Electoral roll (confidential)
3. Membership of DCC: List of addresses and contacts
4. St Lucius delegates to PCC, Deanery Synod, Diocesan Synod. Note: CGT is on LDBF
5. Events checklist
6. St Lucius communication plan
7. Link to Parish web site <https://www.almondburywithfarnleytyaschurches.org/>
8. Link to Calendar of events at St Lucius
9. Link to Calendar of Parish Events
10. Link to comprehensive demographic data from Kirklees Council - Farnley Tyas is in Kirkburton Ward  
<https://www.kirklees.gov.uk/beta/information-and-data/area-and-ward-profiles.aspx>
11. Link to Farnley Tyas Wikipedia [https://en.wikipedia.org/wiki/Farnley\\_Tyas](https://en.wikipedia.org/wiki/Farnley_Tyas)
12. Link to St Lucius Demographic data <https://www.postcodelist.co.uk/postcode/hd46ud>
13. Link to historic data on the district [https://huddersfield.exposed/wiki/Thurstonland\\_and\\_Farnley\\_Tyas\\_Urban\\_District](https://huddersfield.exposed/wiki/Thurstonland_and_Farnley_Tyas_Urban_District)