



<p>C) Give every member of our worshipping communities the opportunity to use their gifts within the parish to serve our community.</p>	<p>End 2024</p>	<ul style="list-style-type: none"> <li>• Establish welcome teams in each worshipping community.</li> <li>• Regular welcome events for new members</li> <li>• Welcome forms for follow up and 'how to get involved'.</li> <li>• Regular discipleship courses.</li> <li>• Gifts/skills audit</li> </ul>	<p>Help with building ministry team, safer recruitment training, Diocesan stewardship resources.</p>	
<p><b>3. Develop worship gatherings among our established worship communities.</b></p>				
<p>A) Develop our Sunday morning services reflecting our willingness to take risks as we seek to connect new people with our worship.</p>	<p>End 2025</p>	<p>Worship leaders (clergy and lay leaders) to conduct worship audit, and review and develop Eucharist services and lay led services in consultation with the PCC. Consider "Open House" church, begin healing Eucharists and other creative lay led services.</p>	<p>Worship audit.</p>	
<p>B) Build on one or two major festivals e.g. <i>Candlemas, rogation, patronal festivals etc.</i> in addition to Christmas/Christingles throughout the year to engage the schools and wider community.</p>	<p>End 2025</p>	<p>Worship leaders to develop.</p>	<p>Worship audit</p>	
<p>C) Develop our monthly evensong/evening worship with meal to maximise missional potential. <i>In absence of student choir, consider alternatives such as 'Singalong evensong' etc.</i></p>	<p>End 2025</p>	<p>Worship leaders to review and develop services with directors of music and student community. Communications team to publicise well.</p>	<p>Music/worship training?</p>	
<p>D) Identify suitable lay worship leaders and preachers for training and licensing.</p>	<p>End 2024</p>	<p>Training of leaders</p>	<p>Diocesan courses and vocation team</p>	

<p>E) Develop our corporate prayer life as a parish.</p>	<p>End 2027</p>	<ul style="list-style-type: none"> <li>• Establish a monthly parish-wide contemplative prayer service. across the parish.</li> <li>• Create a weekly midday Celtic or contemplative prayer service at St Lucius after Tuesday café.</li> <li>• Create a parish prayer diary.</li> <li>• Offer prayer ministry after some of our Sunday services.</li> </ul>	<p>Prayer ministry training</p>	
<p><b>4. Deepen discipleship and opportunities to explore faith.</b></p>				
<p>A) Establish a regular pattern for discipleship courses (e.g. seasonal, courses such as Lent, as well as one-off pop up theology/discipleship courses throughout the year).</p>		<p>Leaders (lay and ordained)</p>		
<p>B) Run at least one introduction to Christianity (seeker) course per year, and utilise our occasional offices (life events) and big community services as an opportunity for invitation.</p>	<p>2025</p>	<p>Leaders (lay and ordained)</p>		
<p>C) Through online communications offer monthly 'reflections', and regularly publicise diocesan discipleship courses, retreats and away days.</p>	<p>End 2027</p>	<p>Leaders (lay and ordained), parish administrator to develop email format.</p>		
<p>D) Run one church holiday or parish away day each year</p>	<p>End 2027</p>	<p>Leaders (lay and ordained)</p>		

<p><b>5. Deepen our relationship with the schools in our parish, and in particular our collaboration with our three CofE schools.</b></p> <p>A) Identify two leaders to help deliver Collective Worships across the CofE schools</p> <p>B) Identify members to take on foundation governor roles at our three CofE schools.</p> <p>C) Find ways to creatively involve the schools (e.g. school choir) in our big community worship services at least once per year.</p>	<p>End 2025</p> <p>End 2024</p> <p>End 2025</p>	<p>Rector to meet with lay leaders</p> <p>PCC meeting</p> <p>Worship leaders</p>	<p>Diocesan schools and children teams training.</p> <p>Kirklees governor training.</p>	
<p><b>6. Establish a new worship community for children and families</b></p> <p>A) Identify leaders and set up a working group (including local parents) to begin a weekly 'Fresh Expression' gathering involving food.</p>	<p>End 2025</p>	<p>Meetings with leaders/working group/(children &amp; youth worker)? Technology facilities Food and budget to be decided.</p>	<p>Children and families team Diocesan training</p>	
<p><b>7. Develop our ministry to under 5s</b></p> <p>A) Develop Little Hallows further and consider how we take parents onto next step (e.g. our new worship community). Consider incorporating quiet time at end of singing.</p>	<p>End 2026</p>	<p>Meetings with leaders Social media</p>	<p>Children and families team Diocesan training</p>	

<p>B) Develop the 'toy corner' at the community café and publicise to attract parents/carers of under 5s.</p>	<p>End 2026</p>	<p>Café team meeting Social media</p>		
<p><b>8. Employ a children and youth worker.</b> A) Employ a part-time children and youth worker on a two year basis initially.</p>	<p>End 2025</p>	<p>PCC meetings. Funding implications Research grants available.</p>		
<p><b>9. Develop pastoral care and training.</b></p> <p>A) Develop patterns of supporting one another B) Train a pastoral home communion and visiting team C) Regularly offer services in Thorpe House and Southfield Court</p> <p><b>10. Develop SMASH Food Share</b></p> <p>A) Increase volunteer capacity B) Consider finding funding for a paid worker to run the Foodshare and Community work and manage its volunteers.</p> <p><b>11. Establish Eco teams in all three churches with St Lucius Eco team in an advisory role.</b></p> <p><b>12. Develop a strategy for engaging with baptism, wedding and funeral families in the life of the church before and after their service.</b></p>		<p>Pastoral care co-ordinator Pastoral care team</p> <p>Planning meetings for worship in residential homes.</p> <p>Advertising/identification of potential volunteers Recruitment process</p> <p>Identify leads in each church. Eco team meetings</p> <p>Meetings to identify opportunities to engage with Life 'Events.</p>	<p>Diocesan pastoral care course</p> <p>Mental health training for volunteers</p> <p>Diocese Life Events training</p>	

<p><b>13. Continue to use and develop our buildings as resources for the community.</b></p> <p><i>St Lucius</i></p> <ul style="list-style-type: none"> <li>A) Continue to build on the success of established film nights to foster relationships within the community.</li> <li>B) Explore avenues for closer connections with local arts as a means for building community and combatting loneliness.</li> <li>C) Continue to develop the church yard as a space for reflection and prayer.</li> <li>D) Explore the church being open during the day.</li> </ul> <p><i>All Hallows</i></p> <ul style="list-style-type: none"> <li>E) Develop the chancel so that it can better accommodate Little Hallows and schools and groups wanting to use multimedia.</li> <li>F) Continue to develop the church yard as a space for reflection and prayer.</li> <li>G) Consecrate a new area for burial of ashes.</li> <li>H) Explore the church being open during the day.</li> </ul> <p><i>St Michael and St Helen</i></p> <ul style="list-style-type: none"> <li>I) Develop closer connections with our uniformed groups.</li> </ul>		<p>Meetings with stakeholders in local arts community</p> <p>Working groups</p> <p>Volunteers to open/close church</p> <p>Fabric committee/working group</p> <p>Working groups</p> <p>Volunteers to open/close church</p> <p>Meeting with uniform group leaders</p>		
<p><b>14. Improve our communication channels in order to engage more widely with our local community</b></p> <ul style="list-style-type: none"> <li>A) Refresh/replace noticeboards in all three churches.</li> </ul>		<p>Fabric committee</p>		

<p>B) Create a parish Facebook page to engage with local community groups and share events within our churches. Continue to regularly update website and maximise its potential to advertise our buildings for groups to hire, as well as to fundraise.</p> <p>C) Create a better database for storing emails and contact details gained through children's events, parties, baptisms and life events.</p>		<p>Parish admin or volunteer comms officer.</p>		
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## Appendix i

### Almondbury with Farnley Tyas Parish 5 year Vision Script

*This vision script was created in consultation with a small 'Growth Group' comprising a member from each church. Church Urban Fund data, consultation with families met through occasional offices, such as baptisms, using feedback cards, as well monthly Leading Your Church into Growth meetings with other churches to gain insight from other parishes shaped this vision script, alongside consultation with our DCCs, PCC and congregation members around our values and hopes for the future (please see appendices ii and iii). The vision script forms the basis for the mission plan.*

#### **Our Community**

Our parish is a place where every person is able to use their gifts. Because our teams are composed of people of faith (and those of no faith or exploring faith), of people from a range of backgrounds, worship communities, and with a range of different skills, we don't expect everyone to fit the same mould. That said, there is a sense of unity, encouragement, building one another up and love for one another within the leadership team and across our different churches. This creates a culture that makes Jesus' love tangible and clear ("By this everyone will know that you are my disciples, if you love one another.", John 13.35) Everyone seeks to embody our churches' values - 'inclusive' and seeking to know make known God's love 'at the heart of the community'.

#### **Our Worship**

We believe in the importance of gathering together, to worship God, pray for our world, and encourage one another. Alongside our regular eucharistic services, our pattern of worship reflects our willingness to take risks as we seek to connect with people unused to more traditional forms of worship.

#### **Our Discipleship**

In addition to our corporate worship and prayer, we seek as a parish to go deeper in our relationship with God and in our discipleship. We run a Lent course each year for the whole parish and one off 'pop up discipleship' courses to go deeper into certain aspects of discipleship, theology or Bible books. These are run by clergy, lay leaders and guest speakers.

Through our emails we offer monthly 'reflections', and regularly publicise diocesan discipleship courses, retreats and away days. We run one parish away day ourselves each year.

We run *at least* one introduction to Christianity (seeker) course per year, and utilise our big services such as Christingle as an opportunity for invitation. We also regularly offer confirmation courses for those interested.

#### **Our Schools**

We have three Church of England schools in our parish and have good links with all of them. Although some children who attend live beyond the parish, we have made good use of the opportunity for engaging creatively and missionally.

We have worked hard to create one sustainable and vibrant worship community in partnership with a local school(s). It is an important source of community to those attend. Supported initially by a committed core team from our existing congregations, it has also successfully developed leaders from within the fresh expression who provide some leadership and direction to the group.

We have a strategy for supporting children and families as they 'age out' of this congregation.

### **Under 5s**

Our churches have a unique opportunity to offer groups for under fives and their caregivers, run by volunteers and operating on small budgets. We offer groups within the parish as a first point of contact between the church and families. We view them as point in themselves, and also value the opportunity they present for us to connect them to the wider life of the church.

### **Youth (11-18)**

In collaboration with our children and youth worker, we are planning a weekly/monthly(?) youth group for children who are at the older end of our children and family worship community to grow into.

### **Community Action (Working for Justice)**

A commitment to supporting issues of justice is essential to our faith and the mission of the church.

Our parish contains significant demographic diversity, which provides us with some strategic opportunities. Across the whole parish, data from the Church Urban Fund identifies several social needs including: low levels of academic qualifications; lone parenthood; single persons living alone; financial poverty; child poverty

St Michael & St Helen's hosts a parish food share which is attended by a significant number of individuals and families. The food share is well supported by a committed team of volunteers and the local community. The Foodshare has good links with the local schools which both support and use it. We recognise that volunteering at the food share is a good informal way to form connections with our local community. We are proactive in inviting people to volunteer there.

We have explored expanding the social justice work at St Michael & St Helen's to provide more holistic support for people at the intersection of justice issues through use of a warm space café and partnership with other organisations. All three churches are actively involving their communities in supporting this initiative.

We are also committed to environmental justice as a parish, and all our churches are on the Eco-Church journey. St Lucius has taken the lead on this process and has achieved gold status. They have successfully engaged the wider community and school in this project, and are supporting the other churches in the parish on their journeys.

### **Occasional Offices (Life Events)**

Our parish welcomes significant numbers of people through its doors for baptisms, weddings and funerals. We recognise that these services, particularly baptisms and weddings, are attended by demographics most underrepresented from the regular worshipping congregation.

We have a clear strategy for engaging these groups in the life of the church before and after their occasional office/other service.

### **Pastoral Care**

Our parish takes caring for one another seriously, and recognises it as an expression of our community. Alongside the well established patterns of supporting one another, we also have some thoughtful, organised approaches to care. We have a trained pastoral visiting team, home communion, and care home visiting team who are able to ensure that those who cannot attend regular services feel included in the life of the church.

### **Buildings as a resource for community**

Our buildings are beautiful and significant assets, which we use to support and make connections within our local community. We seek to collaborate and share information across the parish around applications for grants relating to buildings, as well as contractors. Each building presents distinctive gifts which we seek to make use of.

#### *St Lucius*

The building at St Lucius is a significant asset and provides an excellent space for hospitality, friendship and welcome. Throughout the year, it hosts the Community Cafe, school RE syllabus, plays, services, and worship.

St. Lucius hosts various social and cultural events like theatre, flower and crafts fairs, and music performances. It also serves as a community space for events like a weekly community cafe, film nights, and Tai Chi. The church is well-placed to extend its community to people with similar demographics and to help combat loneliness, which has been identified as a local need. Those attending these events are informally invited and feel comfortable to try out church on a Sunday where they are made warmly welcome.

The churchyard welcomes visitors and offers a space for reflection. The Eco Group has made progress in creating a welcoming outdoor space with signs pointing visitors to God's creation and our role in caring for it. They have also made significant progress in ensuring the building is being as efficient as possible in its energy use.

We have explored whether opening the building during the day for people to explore and pray during the week might be an option.

#### *All Hallows*

All Hallows church and bell tower are historically significant and attract visitors interested in medieval history and bell ringing. We open the church and tower on heritage weekends and once or twice weekly for visitors.

All Hallows School has collective worship at the church six times a year. The church also hosts other schools for events like Remembrance and Founders Day. The visiting schoolchildren consider the church "their church".

The churchyard is a popular spot with visitors who come to see the graveyard and remembrance garden. Volunteers work hard to maintain the area and provide spaces for

people to sit and reflect. We are seeking permission to consecrate a new area for burials of ashes when the current garden of remembrance is full.

We have explored whether opening the building during the day for people to explore and pray during the week might be an option.

### *St Michael & St Helen*

St Michael & St Helen is a versatile building used regularly by community groups and is an important meeting place for people seeking support. This is particularly evident in the Foodshare and café, and the various community art groups. The local council see this as a central meeting place for the ward.

We host uniformed groups with whom we are working to develop closer connections.

### **Communications**

We believe that effective communication is essential to building a strong and inclusive community that reflects the love of God to all who enter our doors. We engage our parish and the broader community through a variety of communication channels, including email, notice boards, banners, Facebook, and our website. Our notice boards are updated regularly with the latest news and information about upcoming events and activities. Our Facebook page is used to engage with the wider community, and to create a sense of community and connection. Our website is a hub of information and resources, and, providing an easy way to learn about our churches.

## Appendix ii

### **PCC and DCC Away Day October 2021**

#### **Church Values**

Members of the PCC were invited to suggest values for the church. They then 'voted' for the three values they thought best reflected who we seek to be.

The values with the most responses were:

1. Church at the centre of the community
2. Prayerful
3. Justice
4. Kindness and Compassion
5. Inclusive
6. Relational (with God and each other)

The results are in the table below.

<b>Value</b>	<b>No. of Votes</b>
Inclusive	12
Welcome	6
Outreach	9
Inreach – helping each other	9
Mission	11
Caring for the world	5
Non-judgmental	10
Friendship	7
Listening	6
Prayer	12
Justice	12
Kindness and Compassion	14
Tradition	2
Pastoral Care	9
Freedom to worship	7
Truth/integrity	5
Relationships with people and God	15
Family	4
God's love/Holy spirit working	7
Resilience	4
Respect for one another	10
Church at the centre of the community	17

## Our church in ten years...

The PCC was invited to consider what our church might be like in ten years. They were asked:

1. What is happening?
2. Who is there?
3. What is different?
4. How does it feel.

These were their responses:

In ten years...

1. What is happening?
  - Groups of different people – all ages, ethnicities, sexual identities, celebrating diversity, worship, and friendship. Creating spaces of belonging together inside and outside the church, those who feel marginalised are not only welcome to share their gifts, but are part of the fabric of the church .
  - Multi generations. Happily sharing in worship. Hymns appropriate to the needs of worship. Doors open to the local community at all times. Links worldwide in full action
  - Spreading the word. Families together. Sunday lunches. Lots of activities, groups, laughter, joy.
  - Church of England disestablished with all that that event means. Grade I building is properly financed by the community leaving space for membership to grow.
  - Social activities.
  - Tolerant of other people's ideas.
  - Villages, popping in to pray, sit, look.
  - More social media stuff
  - Stuff to read/pick up
  - The place where things happen in the village
  - More church weddings
  - Children at the church are more integrated
  - Variety of worship
  - Community activities
2. Who is there?
  - Diversity. Children and families, single people, sexualities, ethnicities, other faith relationships.
  - Families as well as individuals.
  - Children's groups
  - Everyone from young people to Great Grandmas
  - The church is full
  - "Friends" of All Hallows
  - More men
  - Wider range of ages
3. What is different?

- Fewer top-heavy appointments. More individual diversity for each church.
  - Church is sustainable.
  - The forms of service.
  - Different people, participate in preparing for events and worship.
  - Church used daily.
  - Community taking ownership
  - Different forms of worship – accessible
  - Open in the day
  - The local community sees the church as their building
  - More alive and more use of the building
4. What does it feel like?
- Great! Somewhere I can't miss.
  - Joyful – but mindful of worship
  - The place where things happen in the village
  - Church is the hub of the community
  - Like Home
  - Spirit filled
  - Wonderful and full of life

## Appendix iii

*The following was distributed across congregations and left up in all three churches for the duration of December 2021. The top two values voted for were **'Inclusive'** and **'At the heart of our community'***

### **Our Parish Values**

**Take two gold stars and stick under your top two values.**

The following values were the top core values coming out of the PCC/DCC vision away day. Which of these core values are important to you? Take two gold stars and stick under or next to your top two.

**Inclusive** (welcoming, respectful and non-judgmental of all)

**Justice** (care for creation and for those who are disadvantaged)

**Prayerful**

**At the centre of our local community**

**Kind and compassionate**

**Relational** (with God, each other and ourselves)