

# Strategic Plan 2023-27



*As a congregation we will see Christ in the world  
and be Christ in the world; offering a shared  
space for church, for community and for you.*

# Introduction

## *Introduction from Nick, our Team Rector...*

Seven years ago we set out our last strategic plan. One of the overarching goals was the reordering of our church building for church and community which was completed in 2021.

We now need to set a compass again for the future and the new opportunities presented by our church space. Over the last few months we have all been involved in a series of conversations with our church and wider community dreaming dreams, sharing hopes and being honest about the challenges which lie ahead. Your elected Church Council has taken all these comments and conversations and has prayerfully drawn them together into a strategic plan to guide us over the next five years. This was unanimously approved by the Church Council on 13 November 2022.

We are a busy, enthusiastic and broad church and this plan aims to give us priorities and to help us make choices in the years which lie ahead. Choices which enable us as a congregation to see Christ in the world and be Christ in the world; offering a shared space for church, for community and for you.

Jesus said that he came to offer life in abundance and that invitation has been at the heart of many of our conversations. How can we be more alive in Christ and how

can we offer opportunities to enrich the lives of our wider community? Our shared church space gives us new opportunities to be part of that invitation, allowing sacred and secular to sit alongside one another. This shared space for human flourishing is a microcosm of our world and if we get it right here, there is a chance we will get it right there, as well.



This will be about bread and roses, about music and laughter, about faith and friendship, about mourning and joy, about community and debate, about heritage and healing, about candles and crayons, about words and silence, chatter and play, thanksgiving, commitments, vows and final goodbyes.

All of this is the life into which God calls each one of us and this plan is our guide about how we might lean into that in the years which lie ahead.

# Vision, Mission and Values

## Our Vision

*What will our church look like if we are successful?*

Pip and Jim's will be a flourishing church, where faith is deepened and lives enriched; a place of wonder, celebration and activism for a better world.

## Our Mission

*What will we do to bring this about?*

We will be an inclusive, welcoming congregation witnessing to our Christian faith and offering hospitality and space for community activities in response to local and global challenges.

## Our Values

*How will we do these things?*

Inspired by the love of God, revealed in Christ, we will be an inclusive, caring, joyful congregation, learning to engage with and welcome our local community as we share our new space.

# **Our overarching goals**

## **Spirituality**

Goal: to deepen our spiritual life by offering rich, vivid and creative worship and opportunities to explore our Christian faith, so that we grow in numbers and vocations.

## **Sustainability**

Goal: to run a sustainable space securing the human and financial resources to deliver our mission.

## **Community**

Goal: to anchor Pip and Jim's at the heart of our local community, and to be recognised as a space offering hospitality and support grounded in faith.

## **World**

Goal: to work for the coming of God's Kingdom, playing our part in building a more just and sustainable world.



# Activity to achieve those goals<sup>1</sup>

**Spirituality:** to deepen our spiritual life by offering rich, vivid and creative worship and opportunities to explore our Christian faith, so that we grow in numbers and vocations

- We will ensure pastoral care is available and extended to the members of our congregation and to the local community.
- We will attract more young people and their families, ensuring we have enough volunteers to offer children's activities across our services, and that children's activities fit with family life.
- We will support both our robed choir and music group to maintain membership numbers, including the proportion of young choristers in the choir, and develop new repertoire to enrich our worship.
- We will continue to link with local congregations across South Cheltenham Team and with Bethesda Methodist Church.
- We will deepen our faith and discipleship through developing Lay Ministry.

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<sup>1</sup> The bullet points for each set of goals are in order of the priorities set at the Church Council Awayday on 1 October 2022



**Sustainability:** to run a sustainable space securing the human and financial resources to deliver our mission

- We will ensure that our income enables our mission, that we balance our budget, repay our reordering loan and pay our Parish Share.
- We will complete our Quinquennial repairs.
- We will maintain our building to a high standard.
- We will review the management of our building, and the staff functions required.
- We will commit to regularly reviewing the wellbeing of clergy, staff and volunteers.
- We will increase our giving year on year.





**Community:** to anchor Pip and Jim's at the heart of our local community, and to be recognised as a space offering hospitality and support grounded in faith

- We will continue with our programme of support to the elderly and others in need in and beyond the congregation - Camelot lunches, dementia café, mental health and well-being sessions, and remain open to new ideas.
- We will host family friendly events each year, such as BBQs and fun days.
- We will continue to strengthen the links with St James's school.
- We will contribute to the economy and cultural life of Cheltenham by offering space for lectures, concerts, exhibitions and local enterprise.
- We will grow our numbers of volunteers, including those from the local community to support our activities.
- We will identify key community charitable initiatives to support such as food banks, Street Pastors, Citizen's Advice, and our youth programme.
- We will develop an advisory group including people from the local community.

**World:** to work for the coming of God's Kingdom, playing our part in building a more just and sustainable world.

- We will set dates to achieve our Eco-church Silver and Gold Awards. This might include investigating the costs and resources needed to ensure our energy comes from renewable sources, and the practicality of solar panels and an EV charging point in the car park.
- We will strengthen the link with Ramallah, through support, visits, witness and campaigning.
- We will focus our inclusive, global commitments and charitable giving by identifying a particular theme for each year of the plan. These might include refugees, homelessness, climate emergency, inclusion (Pride, ethnic minorities, gender, the elderly, lonely and infirm) and poverty and we will put our charitable giving to related causes.



# Riches

We need to ensure that we have the appropriate resources to deliver the new Strategy. The riches currently at our disposal are:

- A God of abundant blessing
- An electoral roll of more than 200 people and a Sunday congregation of 150
- Advocates from our local community
- Volunteers from our Church
- Volunteers from our local community
- Church Council and Working Groups
- Choir, Music Group and Director of Music
- Reader
- Team Rector, who has responsibilities across the South Cheltenham Team including pastoral care at St Stephen's
- Curate with responsibilities agreed with the Team Rector
- Retired Clergy
- Administrator
- Venue Manager
- The shared resources of the South Cheltenham Team. We do not have to do everything ourselves.
- Youth worker (Team appointment)

# How we will keep on track

The Church Council will take responsibility for the overall monitoring of the plan.

The Strategy Working Group recommends that four new Working Groups will take forward the four sections of the plan – Spirituality, Sustainability, Community and World. These will replace existing Working Groups and the details will be developed by the current Working Group Chairs and Standing Committee.

These Working Groups will take the lead in determining detailed objectives for 2023, and outline objectives for years 3 and 5.

The Working Groups will identify the resources needed to take forward their objectives including input from members of the congregation and local community with relevant experience.

The Church Council will receive regular reports from the Working Groups, will facilitate where needed and enable obstacles to be overcome.

From 2023 progress will be reported in the Annual Parochial Church Meeting Report.

# Endnote

## *An endnote from Nick, our Team Rector...*

I hope that as you have read through this plan you've recognised your own hopes for our future and that you have been excited or maybe challenged by what you have read. This plan remains fluid and open to adaptation as, under God, we learn and grow in our understanding of his calling in our lives. You may have been involved in the meetings which have generated this plan or you may now be reading it for the first time. Either way, it will only come to fruition with your involvement. So I would like to ask you to do four things...

### *Pray*

*I want to ask you to pray. To pray that through this plan we might have a clearer sense of God's calling in our lives and might be more faithful in our response.*

### *Think*

*I also want to encourage you to think. You may have skills and ideas of which we are unaware. God might have sent you here at this time to share those skills with others in and beyond this Church. If so, we need to hear from you.*

### *Talk*

*I want to ask you to talk with others. The life of faith is a calling to live in community and to have a shared vision of*

*God's loving purposes for his world. So I invite you to talk with others about how you see that vision and what we might do to bring it about.*

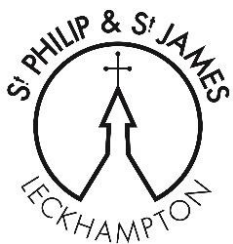
*Act*

*Lastly, I want you to get stuck in; not to endless meetings but to consider what are the precious God-given skills and opportunities which you could offer here and now and which might just allow us to realise this plan?*

**So...**

*To discuss any of this further please chat to members of the Church Council, to our Church Wardens Hazel Mace and Peter Cottingham or to our Team Rector Nick Davies.*





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