

Hull Minster

A 'Mission Action Plan' (MAP) for 2018-2022

Our MAP 2018-2022 is our plan for bringing into reality our vision to be “Hull Minster: Your Place – to Worship, Enjoy, Explore, Belong.” We have spent time in prayer, conversation and reflection on what this looks like for our six areas of ministry, namely Worship, Discipleship, Pastoral and Community, Under 18s, Outreach, and the supporting Operations functions of the Church which enable everything else to happen. Crucially, as well as our location in the Old Town, it also includes a plan to serve more effectively the Great Thornton Street Estate, which forms the western part of our parish – one of the most deprived areas in England.

Whilst we make these plans, we are also aware of our calling, as Hull Minster, to become a resource church in the area. To that end we await the outcome of the Hull Deanery Plan in due course.

We have set challenging and measurable objectives for the end of 2019, the end of 2020, and the end of 2022. We see this plan as cumulative through the years – ie it builds on much of the good work we are doing already and assumes that we continue with all that is bearing fruit. Behind all this, we need rigorous and well-thought out strategies for safeguarding, internal communication and marketing.

After the phenomenal but challenging year that was 2017, now is a good time to build on the legacy of all that has been developing in and around us, and to make full use of the wonderful new facilities available to us thanks to the first two phases of the Development Project. Our overriding aim is to seek God’s blessing as we seek to grow numerically, in spiritual depth and in the capacity to serve our community.

Our desire is encapsulated in the words that the Archbishop used when he announced that we were to become Hull Minster, and they are also the words that will greet people as they enter our building:

“You also, like living stones, are being built into a spiritual house to be a holy priesthood, offering spiritual sacrifices acceptable to God through Jesus Christ.” (*1 Peter 2:5*)

By the end of 2019, we will:

WORSHIP

- Increase **average annual attendance at Sunday and mid-week services:**
 - o 9.30am: 90 adults and 25 children
 - o 11.15am: 70 adults and 15 children
 - o 6.30pm: 50 adults.
 - o Wednesday Communion: 20 adults
- Establish the pattern of **Chaplaincy** to include Fridays, Saturdays and Sunday mornings.
- Set up a pattern of monthly **Choral Evensongs** for Saturday afternoons.
- Expand the **recruitment of musicians** for our Choir and bands through liaison with schools and general invitation
- Train a team of people to exercise prayer with the ministry of laying on of hands and anointing for **healing**.
- Commission a new suite of **eucharistic furniture** for the Nave.

PASTORAL and COMMUNITY

- To ensure that all workers (paid or voluntary) know who is part of the **pastoral leaders' group**.
- To review and update the **Pastoral Care Guidelines** and ensure that they are displayed and available for all to read
- To establish a **'first contact'** person in each of our gatherings whether for worship, study or recreation. We intend that this will mean there is always someone to turn to if a person is in need, for whatever reason. They in turn will make contact with a person from the pastoral group
- To bring the **Minster Lunch** into the church where we can grow in numbers
- To continue to hold **'one off' events** during the church year e.g. Strawberry Tea get-togethers, Movement and Healthy Living event, service for carers and those they care for.
- To consider **accessibility** for those with special needs and how help may be put in place i.e. signing, safety etc.
- **'One-step-at-a-time' Project:** *To show that the church family displays the qualities of being Christian, love forgiveness, support, encouragement, acceptance etc.* To apply for funding to support Ex-offenders in their voluntary work in church and for a mentor for this (10 hours per week). To make the project known to other agencies. To discuss possible housing for those on the project. And to set up and continue, where already established, voluntary work in the church i.e. café, maintenance, shop, events etc.

DISCIPLESHIP

- Offer an **Alpha course** in Spring term 2019 – with an invitation to churches in the Deanery
- Offer two **START courses** per annum, with others offered as required
- Offer a **'Moving On' course** each year, with others offered as required

- Arrange a **themed sermon series** each September and October: in 2018 based around 'Worship, Enjoy, Explore, Belong'; in 2019 to be decided.
- Offer a **Lent course**, and possibly one in Advent too – with an invitation to the Deanery.
- Run the '**Mentoring Matters**' in the first half of 2019.
- Offer **volunteers** an annual opportunity to participate in an **enquirers' course**, perhaps in the daytime.
- To recruit two **Interns**, through the New Wine network, and more if candidates and funding allow.
- To organise an **annual staff retreat**.
- Run a 'Giving in Grace' (or similar) **stewardship initiative**.
- Launch a new **Home Group**.

UNDER 18s

- Offer **two age groups at Sunday services**, in separate rooms (total 4 leaders per Sunday)
- Offer a **Holy Week Experience** schools' week (March 2019)
- Continue bi-monthly **Saturday Celebrations**.
- **Continue** our fortnightly Youth Bible Study and Parents' Bible study, as well as weekly Sunday groups and toddler group.
- Organise an annual **youth summer residential**.
- Hold an **all-age celebration**.
- Issue guidance leaflets to parents on **developing faith** in their children, and informed them about resources.
- Establish a permanent part-time role for an **Under 18s Assistant**.

OUTREACH

- Organise two one-off **large-scale community events**, which have a clear potential for reaching people on or beyond our fringe.
- Increase footfall into the church by offering **two outreach events** per year building on the success of the Holy Week Experience.
- Develop **serving streams**, supported by ChurchSuite.
- Establish a programme of events for the **Minster Pod**.
- Bring 2000 children into church per annum through the **Education programme**.
- Recruit a coordinator to **train and equip volunteers**.
- **Great Thornton Street Estate**: Arrange 3 prayer walks on the GTS estate involving people from the estate but also members from Hull Minster's congregations. To find a suitable venue where it is safe and secure to meet with people from the estate – to pray and develop pastoral relationships. We will scope out the possibility of working with other organisations and funding streams in order to develop a long-term sustainable strategy for our work and witness on the Estate. Key consultees should include the Diocese, Goodwin Trust, the Eden Project, YFC, CMS, organisations operating on the Estate, St. John's Newington and the 'Open Doors' project at Princes Avenue Methodist Church.

OPERATIONS

- Continue to combat loneliness and isolation through **volunteering opportunities** and plan to grow the number and variety of volunteers to 80 regulars and implement a volunteer management system.
- To **open the church** on Monday afternoons.
- Ensure that our staff teams are fully skilled and resourced to carry out their roles through a **Heritage Resilience Project** funded by the Heritage Lottery Fund.
- Firm up plans for **Phase 3** of the Development Project, its execution and funding and secure requisite Faculties.
- Maintain our **customer and visitor numbers** in the year following City of Culture.
- Provide excellent customer experience and service to visitors and reach 5 stars on **Trip Advisor**.
- Become a **Tourist information hub** in the Old Town
- **Support events** organised by Hull City Council where appropriate and events organised by other potential local partners.
- Embed the practice of keeping **Tuesdays as quieter days in church**, with no external events scheduled for Tuesday evenings (December excepted).

By the end of 2020, we will:

WORSHIP

- Increase **average annual attendance at Sunday and mid-week services**:
 - o 9.30am: 110 adults and 35 children
 - o 11.15am: 80 adults and 20 children
 - o 6.30pm: 60 adults.
 - o Wednesday Communion: 25 adults
- Establish the pattern of **Chaplaincy** to include Thursdays, Fridays in addition to the existing Saturdays and Sunday mornings.
- Explore the feasibility of starting a **Tuesday lunchtime Communion**.
- Set up an informal monthly **Prayer Hub** on Saturday mornings, with an invitation to adopt a rule of life for prayer, discussions, midday service and a simple meal.
- Offer **healing ministry** after all our Sunday services.
- Offer **live-streamed services** each Sunday.
- Agree and implement a recruitment strategy for **Worship Band and Choir members**, actively raising up Band musicians from within current members, and building on the work of an intern working within the Choral tradition to reach out to attract new choir members from schools and cultural groups within the city.

PASTORAL and COMMUNITY

- To **review Minster Lunch** and 'one off' events and services to consider if improvements can be made to reach out to more people.
- **'One-Step-at-a-Time' Project**: To bring other work places on board to offer voluntary work to these young people e.g. cafes, recruitment and training companies, potential employers etc. Where appropriate, to build up friendships with others from the church and to create options regarding housing.
- Agree a way forward for the **leadership** of the Pastoral and Community work into the longer term.

DISCIPLESHIP

- Run a **'Growing Leaders'** course through 2020.
- Arrange a **themed sermon series** in September/October 2020.
- Offer a **vocations event**, in conjunction with the Diocese.
- Seek candidates for the **Recognised Parish Assistants** course.
- Extend the range of **placements** we can offer for Readers-in-Training and ordinands, to include contextual training.
- Offer a **Marriage Preparation** course.
- Offer **Baptism preparation** courses and follow-up.
- Agree a way forward for the **leadership** of the Discipleship work into the longer term.

UNDER 18s

- Run a **Youth Alpha** course (open to other churches too).
- Designate **chill-out zones** at all non-Sunday events, with a dedicated team member.
- Increase **schools' team** members to 7 and hosts to 2.
- Include people under 18 in **servicing teams**. E.g. welcoming, refreshments and Minster pod.
- Increase provision for those with **additional needs**, through an annual training event, the appointment of a champion for additional needs provision, and provide appropriate resources, such as toys, ramps etc.
- Offer our Education Programme to a **secondary school** by means of a pilot project with Sentamu Academy.

OUTREACH

- Build a team to resource regular **Newcomers Events**.
- Re-evaluate **publicity and signage**.
- **Great Thornton Street Estate**: Bring 2 public events back onto the estate e.g. teddy bears' picnics, and build links with the Toddler Group that meets at the Minster. To involve the Minster Crafters and Knitters in events in a local venue on GTS estate.
- Offer a **short welcome** by a member of the ministry team at all external events.
- Bring 2200 children into church per annum through the **Education programme**.

OPERATIONS

- Implement a range of **cultural and musical events** on a scheduled basis throughout the year.
- Evaluate and implement the findings and recommendations of the **Resilient Heritage Project**
- Implement the recommendations of the **Conservation Management Plan**
- Offer **regular fairs and markets** in the church and Trinity Square, working with local providers.

By the end of 2022, we will:

WORSHIP

- Increase **average annual attendance at Sunday and mid-week services**:
 - o 9.30am: 150 adults and 45 children
 - o 11.15am: 90 adults and 25 children
 - o 6.30pm: 100 adults.
 - o Wednesday Communion: 30 adults.
- Offer **Chaplaincy** whenever the church is open to the public.
- Offer a **pattern of daily weekday services** that includes Morning Prayer, Holy Communion, Lunchtime Prayer and Evening Prayer; and the Saturday morning 'Prayer Hub'.
- Recruit a part-time Worship Pastor and Choir Director to work alongside the Director of Music to establish **musical excellence** in both the choral and contemporary traditions and provide adequate resources to all our services which involve music ministry.

PASTORAL and COMMUNITY

- To have doubled the number of people on the **pastoral care group** from 5 to 10.
- To establish and programme to nurture some of our committed families to become actively involved in **welcoming new families**.
- To undertake and publish a consultation with everyone who regards Hull Minster as their place to worship, explore, enjoy and belong, asking them what **Minster Life** means to them.
- **'One-Step-at-a-Time' Project**: To review the success rate and ways of developing this initiative once Phase 3 of the Minster Development Project is completed.

DISCIPLESHIP

- **Continue the patterns** discipleship established in 2020
- Run a **'Mentoring Matters'** course in 2021.
- Run a **'Growing Leaders'** course through 2022.
- Establish a **Parenting Course**.
- Launch two more **Home Groups**.

UNDER 18s

- Recruit a minimum of 3 people able to act as **'hosts' for large events** (Saturday Celebrations, Holiday Clubs, Youth days etc), and 6 able to lead a Sunday session for kids, 4 able to lead for youth. 3 leaders particularly trained in additional needs who can work on inclusion when needed.
- **Volunteer lists** with twice the number of current volunteers (varies by event from 4-14)
- Have **3-4 age groups on a Sunday** at 9.30am (2 for primary and 1-2 for secondary) and **two age-groups** at 11.15 services, depending on need. Each to have separate teams who will know these children very well.
- Offer **parents' socials** and prayer evenings termly and offer resources to new parents in the church.
- Incorporate use of **Makaton** and visual timetables.
- Increase **schools team** to 10 volunteers. Increase publicity to schools in local LEAs.
- Lead **'3rd space' ministry** in a secondary schools annually.
- Link **Schools Programmes** to larger events like 'Thy Kingdom Come' and the 'Holy Week Experience'.
- Have a **Core Team** made of 8 people from 5 churches planning Holiday clubs and Saturday Celebrations. Encourage children and leaders from other churches to come, and promote all churches' activities for kids equally.

OUTREACH

- **Great Thornton Street Estate:** Establish a 'drop in' centre on the Estate with a team working there providing opportunities to pray, chat and make new friends. And to involve this team in the local school e.g. reading time, after-school clubs.
- Offer a programme of **life-skills training**.
- Bring 2500 children into church per annum through the **Education programme**.

OPERATIONS

- Deliver **Phase 3** of the Development Project.
- Ensure that the Minster is **financially sustainable** through its voluntary giving and commercial activities.
- **Open the church** from 8.30am-6pm (5pm during the winter months) each weekday and Saturday.
- Offer **four seasonal and regionally-renowned event weeks** (Easter, Summer/Minster Making, Harvest, Christmas are suggestions) which are church and community focused.
- Feature regularly on the **itineraries of touring companies**, Edinburgh festival warm up venue, RSC, etc
- Become the premium venue for **banqueting** in Hull and the East Riding.