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Wymondham Baptist Church

Strategy Review 3 – March 2024

**Strategy 1 - Worship, bible teaching, prayer**

| Title | Action | Measure | Owner and Review Jan 2022 | Owner and Review Mar 2023 | Review 2024 |
| --- | --- | --- | --- | --- | --- |
| Prayer meeting, praise and worship meeting | * Set up Prayer and Worship meetings which are vibrant (not dry) * Focus for each one * Prayer and prophesy being demonstrated   Praise and Worship evenings – Develop and Encourage  Prayer and Prophesy board to be regularly re-visited by Elders | * Calendar - once a month Sunday evening (older children) at 19:30 | * PS – 1 and 2 on hold to be reviewed I April-June 2022 * 3 – On going | * PS – one Prayer morning held in 2022, focus Wymondham, another held January 2023 and further ones planned. * VC - Prayer Questionnaire circulated and answers analysed – discussion in Leadership Team meeting – March 2023 * Prayer and Prophesy board displayed in church. Elders and PS test words brought. * Open prayer in church services. * Prayer for healing introduced in January 2023 in morning service. | * Weekly POWER HOUR started – themes indicated and shared with whole church * Monthly Prayer meetings started * Open prayer in church services encouraged |
| Home Groups | * Draw up a plan * Everyone is in one * Have a proactive co-ordinator * Hold regular Home Group Leadership Team meetings * Resources available from WBC * Contact details are posted on the church noticeboard * Discuss in Deacons Meetings | * All members are allocated to a home group | * GP * 1-4 focus for January to March 2022 * 5 – Materials available on request to PS/GP * 6 & 7 – Done and updated as required | * GP/VC * Leadership team consider this area of church life on a regular basis. * Box of sets of Study Books available in church office * Details displayed and updated as necessary * New home group started, others planned * Further action during 2023 | VC  New Home Groups set up – total home groups and participants doubled.  Leaflet about Homegroups prepared and circulated  Coordinator pro-active  Regular meeting for Home Group leaders set up |
| Prayer life | * Adopt the Pete Grieg prayer course for the church – Themes from course used for Praise and Worship meetings * Use it for prayer meetings * Show to all - everyone to do the course * Pete Grieg Prayer course 2 used by all Home Groups | * Record attendance | * Elders * PS led course – average attendance 12, maybe repeat later in 2022 after Alpha Course * Resources to be put on website | * Open prayer in Sunday worship | * More info needed on website – this will be addressed in 2024 |
| Encourage people to bring words, pictures, etc. to church services | * Encourage people to bring words, pictures, etc. at church services * PS to preach it from the front * Nurture/facilitate the worship group * Feedback and follow up * Administrator to ensure it is included on agendas - Deacon and Church Meetings * Capture words and pictures – collect evidence (the story of what God has done here) | * Active participation from church attendees during services * Captured physically | * Leadership Team – On going * Listening Day planned for early 2022 * Covered in presentation at Leadership meeting in January 2022 and future action to be taken. On going development of Worship Group. * On going – regular inclusion in Leadership Team meetings and church meetings as appropriate. * New board for Words and Picture to be installed in church. | * PS - Regularly encouraging young and old to bring words, pictures to the attention of the fellowship. These are displayed on board in church and tested. Feedback given to individuals. Item regularly included in Leadership Team agenda. * Fellowship spend time in church services listening to God as well as talking to God. | * Words and pictures to be reviewed more regularly by Elders in 2024 * To be considered at Leadership Team meetings on a more regular basis in 2024 * Series on Spiritual Gifts on 2024 preaching rota * Plan another Listening Day in 2024/Prayer and Fasting |
| Make sermons relevant to attendees – promote before it happens | * Carry out a survey of members and regular attendees * Promote on the WBC website * Promote in Roots Community Café on screens, etc * Agenda item on leadership meetings | * Feed back * Annual survey | * PS – No survey but continually listening to attendees’ comments and feedback. * Services available on website   3 – On going  4 – Reviewed at January 2022 Leadership Team meeting | * PS continually listening to attendees’ comments   Attention continues to be given to uploading service to website | * Sermons now available on the website. Preaching rota made available to the Leadership Team. Sermon topic always shown on notice sheet which is circulated prior to Sunday service * Sermon topic published on Facebook page. |
| Service patterns | * Implement a clear pattern of services e.g. first Sunday communion, second Sunday healing, etc * Website reflects pattern * Church calendar updated regularly | * Church Calendar | * PS – Clear pattern established and shown on website * Website regularly updated and any changes shown on weekly notice sheet * Church calendar shown on website and updated as necessary | * Clear pattern of worship established as the beginning of the year. Preaching Rota circulated to Leadership Team. * Café Church scheduled in programme and advertised in the church building and on the website * Church calendar on website | * All on-going |
| Explore becoming a centre for the Light Project. | * Email Light Project leaders and discuss * Decide if viable and if so way to move forward | * Final decision | * PS – On going discussions | * PS – On going discussions will be more relevant when building has been extended | * This will be pursued after building has been extended and we have more appropriate premises |

**Strategy 2 - People**

| Title | | Action | Measure | Owner and Review Jan 2022 | Owner and Review Mar 2023 | Review 2024 |
| --- | --- | --- | --- | --- | --- | --- |
| Increase social events | * Run an Alpha course * Look at running films nights, Quiz and Chip evenings – family orientated events * Draw up a calendar of events * Promote via invites * Have fun * Run holiday clubs-unable to do this without personnel * Church camp outs- unable to do this without personnel | | * Course running * Events happening * Attendance recorded * Church growth * More families in church – age range 30-50 | * NW * Alpha Course starting January 2022 * On going as and when Covid allows   Review in 2023/2024 | * One course run, further one planned * More social events planned for 2023 – film evening + ECO event, Supper and after supper speaker also community events – ‘Seed Swap morning’ | * Social events planned for 2024. Members of the fellowship encouraged to plan social events amongst themselves. |
| Open Roots Community Café over longer hours, reaching more diverse demographics | * Promote in church * Promote on the website * Business case * Recruit more volunteers * Teen wellbeing café open on Tuesday pm - write plan, source volunteers and promote | | * Roots open more than Six hours per week * Teen wellbeing café sessions open | * ES * 1 & 2 – Done * 4 – On going * 5 - Done | * ES * All on-going * Roots Management Team established – Report to Leadership Team | * Days changed – extension of hours will be reviewed as building develops,   and volunteers come forward.  Roots Management Team to meet more regularly |
| Run Baptism Classes | * Get ready to run Baptism Classes * Advertise in church and on the website * Explain what Baptism is about – being a Baptist | | * Minimum of one course per year * Minimum of four baptisms | * PS * 1st series of Baptism classes done, more will be planned as needed * 3 baptisms held in 2021 * Baptism In sermon series for 2022 | * Leadership Team - Board in church to be prepared to display ‘What it is to be a Baptist’ and the relevance of baptism | * Display board complete * Baptism course planned following Alpha course |
| Church programme. | * Develop a church programme/calendar | | * An operational program | * VF * Done | * CF - Programme for 2023 created and shared | * 2024 programme prepared and entered on website |
| Support town events using Roots Community Café. | * Open Roots Community Café for Wynterfest, Vintage Day, etc | | * Examples of us opening for events e.g. photos, articles | * ES – on going * Opened for Wynterfest | * Engaged in Wynterfest, Town Litter Pick | * Church shared in local events. Need to make sure that each event is considered, how appropriate it is and how it fits in with the vision |
| Dedicated Youth Worker. | * Cost out a youth worker – part time. * Draw up a proposal for the Leadership Team to discuss/decide. * A decision made | | * Decision implemented | * RC   To be considered in 2023/2024 | * To be considered when funds available | * During 2024 post will be considered in depth – person spec, job description etc – post will be costed |
| Roots Community Café – Managers Role. | * Review current role – increase as needed | | * Reviewed document * Appraisal | * RC & GP * On going – Appraisal carried out in December 2021 | * Appraisal to be held early in 2023 to be carried out by members of Management Team | * Chair of Management Team will carry out appraisal in 2024 * Role evaluated when 2024 budget prepared and hours paid increased to 16 |
| To grow a full leadership Team. | * Grow church numbers * Hold regular leadership elections * Grow our people * Develop a Leadership Development Strategy * Develop giftings and empower others | | * Eight Deacons * Two Elders * One Youth worker | * Existing Leadership team * 1 – On going * 2 – In place * 3 – On going * 4 – On going * 5 – Gifting Survey held and outcomes used as a tool to develop and empower – on going. | * Church membership increasing, which in due course could lead to more members willing to serve on Leadership Team. | * Leadership team more pro-active in talking with regular attenders about membership. * Welcome team and refreshment team to be equipped for their task * Appraisal training planned for leadership team. * Leadership team to be encouraged to develop each other |
| What does membership mean? | * PS to deliver a sermon series on membership * Produce a video explaining membership * Once a quarter have an input on membership * Produce a ‘take away’ leaflet * Link on WBC website to Baptist Union website | | * Increase in Church membership – 50 by end of 2022 with 80% actively involved in church life * 100 by end 2025 | * Leadership to draw up a plan * 1 – In Preaching Rota for 2022 * 2 – To be considered after sermons delivered * 3 – To be considered after sermons delivered * 4 – Membership Pack available from the Office * 5 – CF to look at installing link | Leadership Team to actively encourage members of fellowship to use their gifting.   * Church Membership increased to 43 at end of 2022, aim to increase to 50 by the end of 2023 | Church membership at end of 2023 – 55 Increase church membership to 70 at the end of 2024 |
| Run diverse services | * Easter * Café Church * ‘Bring Your Friend to Church’ services | | * Evidence of the services happening | * PS * All part of Preaching Rota for 2022 | * On going | * On going |
| People processes. | * Write job descriptions for all employees * Write an appraisal procedure for all employees * 1- Write a list of roles within the church * 2 -write role description for roles highlighted within the church | | * Documentation in place | * Leadership Team * 1 – Done * 2 – Done * 3 – Done where considered necessary * 4 – Done where considered necessary | * All on going | * On going |
| Satisfaction survey | * Write one | | * Written, distributed, completed and acted on | * Leadership Team * Not considered appropriate at this time | * Continued development of authentic church fellowship | * Don’t feel this is appropriate – fellowship encouraged to be open and honest with one another |

**Strategy 3 – Serving the Community**

| Title | Action | Measure | Owner and Review January 2022 | Owner and Review Mar 2023 | Review 2024 |
| --- | --- | --- | --- | --- | --- |
| People feel safe and valued | * Ensure policies, processes, procedures and insurances are up to date * Ensure all are welcomed * Ensure the physical environment gives a welcoming appearance | * Policies and procedure in place * Feedback and survey * Maintenance plan in place | * CF – 1 - Done * Church membership – 2 – Welcome Team in place * Survey considered but not felt appropriate * VW – Maintenance Plan in place * ES & RC (SGL) – On going | * Regular policy reviews * Welcome Team rota/Refreshment Team rota all in place as well as responsible member of Leadership Team in place each Sunday morning. * All ongoing | * Welcome Team and Refreshment team to be encouraged and developed in 2024 |
| Relationship with Wymondham Town | * Continue to develop our relationship with Wymondham Town Council and Wymondham Town Team * Support town events such as Wynterfest, Community Picnic, Vintage Day, etc | * Evidence of events e.g. minutes from meetings, photos etc. | * NW – Regular entries in Wymondham Magazine * Taken part in Wymondham in Bloom * Part of new group - Wymondham community Exchange * Supported Wynterfest in 2021 | * Town activities regularly supported and premises used in support. * ECO events held and local community groups encouraged to join with ECO Church team in these events | * On going |
| Build relationship with Rosedale’s and Rotary Club | * Ensure we keep the conversations going | * Evidence of events | * PS – Rosedales courses regularly held at church * Contact with both on going | * On going | * On going |
| Build relationships with other Wymondham churches | * Attend Churches Together meetings/events * Explore the possibility of building a relationship with Attleborough Baptist Church * Continue to build a relationship with Whitard Road Baptist Church * Develop a relationship with Norwich Central Baptist Church | * Minutes of meetings * Evidence of joint activities | * Elders * Church Sec attended Church Together meetings when PS not available. * V&M Wright – Contact on going * PS – Contact on going * PS – Plan to do in the future – perhaps 2023/2024 | * All continuing as and when possible. | * Develop leadership participation with other local churches when minister is unable to attend churches together meetings.   On going  Minister of NCBC not often at group meetings.  Paul on EBA council, leadership team to regularly challenge him as to whether this is appropriate for him |
| Friday Night Youth Group | * Continue (organise) to run a Friday Night Youth Group. * Look at whether we need to organise a second group based on age ranges | * Fully running youth group * Proposal document for second youth group | * PS – On going * ES * RC – Not needed at present | * Youth work review to be held during 2023. Need to look to additional support from new members | * On going |
| Share what we support | * Advertise what we have achieved on our internal notice boards * Advertise what we have achieved on our website | * Notice board updated regularly * Website updated | * NW – On going – Boards regularly updated and website regularly updated | NS taken role of Mission Lead, regular updates given at Leadership Team meetings and Church meeting. | Regular contribution to the Wymondham Magazine |
| Mental Health Courses | * Develop a range of courses that we can offer to those that require help and support. * Training carried out * Prospectus of courses available | * Courses run * Prospectus | * VF * Plan for 2023/2024 | * Under review as appropriate | * Member of fellowship and Roots volunteer attended a Mental Health course. |

**Strategy 4 – Environment and Buildings**

| Title | Action | Measure | Owner and Review January 2022 | Owner and Review Mar 2023 | 2024 |
| --- | --- | --- | --- | --- | --- |
| New building/extension | * Clearly write out what we need/want in our new building/extension * Form a steering group * Create a presentation to go to the church * Gain sign off – look, feel and finance * Implement plan | * Drawings and plans produced * Business plan signed off by the church | * VW * RF – All done as far as is possible | * Planning Permission received * Grant applications in process * Project Group to re-group following death of Group Leader and assess way forward | * Fund raising team meets regularly * Funding applications prepared * Pride in Place application submitted * Phase 2 of development planned for April 2024 * New Project Group formed and project developing |
| Review premises | * Contract a professional …. to review our premises and make a proposal * CF to find a contractor who could quote * Quote taken to church * Decision on way forward made | * Contractor engaged or church reject | * VW * CF   These processes to be carried out as the Vision unfolds. | * Processes to be carried out as Vision unfolds. | * Some external work to be carried out in 2024 as funds permit |
| On-going maintenance | * Write a programme for on-going maintenance | * Programme produced and actions taken | * VW * On going | * Ongoing | * Keith Hilton undertaking lots of work * Maintenance plan prepared and work to be carried out as finances permit |