

Mission Action Plan (Latest Revision 10th March 2025)

The Good Shepherd and St Peter's, Lee

Shining God's light to our community and sharing the good news of God's love for all.

Please note: this document has been put together to summarise the work the PCC has been doing on vision over the past few years. The priorities in this document are not new, but are things we've identified and agreed previously – particularly in the early part of this year. A summary document that contains notes and actions from the previous work done is available [HERE](#).

We began developing this vision and Mission Action Plan as we emerged from the Covid 19 pandemic in 2021. This included consultations with the congregation and PCC. Further work in 2023 and 2024 built on this, and looked specifically at how St. Peter's fits into our vision. In 2025 we have looked further into the future re the Leegate development – see Addendum. This ongoing work has confirmed that we want to be 'a hub of spiritual energy – focussed on the person of Jesus; and a hub of community activity – reflecting the life of the Kingdom of God; and that through that community activity people are enabled to encounter Christ'.

Our Values

As a church we have identified the following five values:

- All are welcome – we are an inclusive church.
- All have space to grow in faith – every age and stage of life matters.
- All are called to serve – everyone has a part to play.
- All find a place to belong – we are committed to God and to one another.
- All reach out – we respond to the needs in our community with the love of God.

Our Mission Priorities

In 2021 we adopted the Church of England's Vision for the 2020s, and added a fourth priority, which is key to our identity. Below we outline our four mission priorities and the key actions that emerge from them. The intention is for these priorities to be pursued alongside sustaining out existing work.

1. **Discipleship:** Exploring, releasing and supporting each other to live out our faith in everyday life.
2. **Worship:** Encouraging variety and creativity in our worship, mission and practice
3. **Widening inclusion and participation:** Being a church that is younger and more diverse.
4. **Community:** Pursuing social justice for all

Our Goals

Discipleship

1. To embed a culture of being missionary disciples where we recognise that we are all 'the church' at all time and in all places	
Specific	This goal is clearly defined
Measurable	Yes, progress could be directly assessed with a survey before and after any programme or initiative
Achievable	This priority could be achieved through the work of the Ministry Team and Stewardship Team e.g. sermon series, small group studies, prayer focus in services, interviews in services etc.
Relevant	This supports our first Mission Priority
Time Bound	Within 3 years – culture change takes a longer time to achieve

2. To identify, train and affirm new leaders	
Specific	This goal is clearly defined
Measurable	There will be an increase in the number of people taking on leadership roles
Achievable	There are external resources from the diocese and other organisations to help recruit and train leaders. We could also consider developing our own bespoke parish / deanery leadership training course.
Relevant	This supports our first Mission Priority
Time Bound	Within 18 months

3. To implement a clearer pathway for Christian formation, enabling new and existing Christians to grow in faith	
Specific	Explorers course, new Home Groups, link HG curricula to teaching themes, consider developing new approaches for those who are 'time poor'
Measurable	Increase in the number / format of groups and courses offered
Achievable	Dependent on developing new leaders – as identified above
Relevant	This supports our first mission priority
Time Bound	Within 2 years

Worship

1. Widen our offering of Sunday and midweek services e.g. explore monthly all age breakfast service, informal evening service for young adults, a service aimed at families who have children with additional needs etc.	
Specific	One size does not fit all – who is not being adequately served by our existing morning services?
Measurable	The weekly / monthly service pattern will change
Achievable	This will require the recruitment and training of new leaders (see above), consultation with existing members, and experimentation
Relevant	This supports our second Mission Priority
Time Bound	Within 1 year

Widening inclusion and participation

1. Introduce a new Children's Church group for children in Years 4-7	
Specific	This goal is clearly defined
Measurable	We will know if we have achieved this
Achievable	Dependent upon the safer recruitment and training of additional leaders
Relevant	This supports our third Mission Priority
Time Bound	Within 6 months

2. To identify, train and affirm new leaders – with a particular focus on those from underrepresented groups (e.g. GMH, LGBTQI+ etc.)	
Specific	This goal is clearly defined
Measurable	Change will be seen in the <i>make up</i> of the PCC, Ministry Team Standing Committee etc.
Achievable	Drawing on diocesan training and resources, one-to-one mentoring
Relevant	This supports our third Mission Priority
Time Bound	Within 3 years

Community

1. Set up St Peter's as a centre for social action and develop a social action strategy	
Specific	The way in which St. Peter's is used and the activity that takes place in St. Peter's will increase
Measurable	Yes, we have a route map in place which we can refer to, identifying the tasks to be done to achieve this
Achievable	We have a Social Action / St. Peter's Management Group who are responsible for leading in this area
Relevant	This supports our Fourth Mission Priority
Time Bound	Within 18 months

2. Create an action plan to work towards net zero carbon by 2030	
Specific	This involves working towards a specific, tangible, goal
Measurable	Yes, we will have a route map in place which we can refer to
Achievable	We have an Eco Church Working Group, dedicated diocesan officer, and external organisations that can be draw upon to devise a strategy / action plan
Relevant	This supports our Fourth Mission Priority
Time Bound	Within 3 years

3. Creating a more intentional communications strategy with the aim of inviting people to participate in the life of the church e.g. getting involved with eco projects and foodbank, not just attending services	
Specific	This involves working towards a specific, tangible, goal
Measurable	A communications strategy will be agreed and progress can be measured against that
Achievable	We have church members involved in comms and a diocesan comms team. We will need to draw on these specific skills to help us create a strategy, and people may need to be trained in order to implement it e.g. using particular social media platforms
Relevant	This supports our Fourth Mission Priority
Time Bound	Within 18 months

Addendum: Longer Term Aspiration

The parish seeks to build on existing initiatives at The Good Shepherd Church and St Peter's Hall, expanding them significantly establish an open public space in the heart of the parish near Leegate, designed to engage with the emerging community from the new mixed commercial and housing development, to integrate the Church further into the evolving social landscape, creating a dynamic hub where innovative mission meets active community engagement inviting individuals to experience the Christian faith in an unconventional setting.

We have put forward a Diocesan Innovation Grant bid but, if that fails, we will look for other ways to engage with the new emerging community.