

# Benefice MAP

Principles and Values	Plans
<b>Mission and Evangelism</b>	<ul style="list-style-type: none"> <li>• “Invitational Services” first Sundays.</li> <li>• Develop Church Halls as Community Hubs</li> <li>• Explore Church Plants in Knotty/Forty Green</li> <li>• Expand ‘Tuesday Coffee’ through week to engage with parents</li> <li>• Support and resource Crafternoons, Tygre Club</li> <li>• Build on existing services/events on the Common</li> <li>• Develop evangelistic resources and invitations</li> <li>• Review both: Viability (Financial logistics) and Content of the Parish Newsletter</li> <li>• Start a family service in Penn</li> <li>• Plant a non-Sunday congregation at St Margaret’s</li> <li>• Encourage ‘civic’ services with community representation, including local churches.</li> <li>• Use of Church for concerts and events to draw people in</li> <li>• Increase our “Marketing” avenues; proactively seeking baptisms and weddings.</li> <li>• Build Digital ‘Content’ alongside physical media.</li> <li>• Some form of weekly pew sheet for prayers and immediate events</li> </ul>
To be visible within the community	
Equip people to share their faith	
Engage with young people and families	
Work with other Churches; united Christian Witness in Penn and Tylers Green	
<b>Worship and Teaching</b>	<ul style="list-style-type: none"> <li>• Develop and Deliver Courses on Faith / Theology</li> <li>• Training and resources for volunteers; such as intercessors and readers and Tygre Club</li> <li>• Support and Resource Religious Education in Schools; as well as services and assemblies</li> <li>• Commitment to learning new hymns</li> <li>• Explore a ‘youth council’ and develop partnership links with local Churches for activities</li> <li>• Upgrade Sound and Visual equipment to enable better presentations and effectiveness of communication</li> <li>• Review and revise Liturgy, with new booklets printed.</li> <li>• Offer opportunities for people to contribute to services and activities.</li> <li>• Offer more festival and saint day events throughout the year, including BCP evensongs.</li> </ul>
Focus on quality	
‘Return the Bible to the Pews’	
Best use of available resources	
Relationship with Schools	
Young Families / Intergenerational	
<b>Pastoral Care and Discipleship</b>	<ul style="list-style-type: none"> <li>• Build Homegroups (including a Men’s group, a Women’s group &amp; Drop in ‘Bible Club’ and book club)</li> <li>• Build Pastoral Care structure for those at home</li> <li>• Support and run the Sanctuary Cafe</li> <li>• Offer Gravetalk Seminars and resources</li> <li>• Promote Funeral Care and Services with local funeral homes.</li> <li>• Shared Prayer intention as a Benefice each Week</li> <li>• Encouraging and nurturing vocations within Church life (This includes readers, prayers, wardens etc as well as LLMs and AWAs)</li> <li>• Morning and Evening Prayer, as well as regular prayer meetings</li> <li>• Telephone Directory and Whatsapp Community</li> <li>• Sharing lunches</li> <li>• Prayer Groups / Cell Groups for the whole Benefice to be assigned to.</li> </ul>
Fellowship and Faith	
Care for Older People	
Emphasis on Prayer and Spirituality	

# Holy Trinity MAP

Goal	Plan	Actions Required	Start Date	Lead Person/People
<b>Transform the Hall into a community Hub</b> with a view to providing a useable space for local community groups, a meeting room space for local trusts to have their meetings, there should be an accessible office for the Benefice Administration, and the income generated from the Hall should first cover its running costs with any excess then available to support the work of the Church.	Hall Committee to explore and establish local partnerships with a view to improving the quality and use of the hall. This will include partnerships with Penn Parish Council who are keen to focus on the community, it could include the new Residents Association in Knotty and Forty Green, the potential for a historical archive in collaboration with the Penn Trust/Miles Green/PTGRA.	<ul style="list-style-type: none"> <li>Explore partnerships</li> <li>Develop list of requirements</li> <li>Preliminary conversations with Architects for quotes</li> <li>Prioritise long and short term steps</li> <li>Do the short term developments whilst seeking funding for the long term.</li> </ul>	Summer 2025	Vicar Nico Wilson Hall Committee
<b>Start a Family Service</b> so that we can engage with those who find Sunday mornings tricky to manage.	To put on a monthly service on a Sunday afternoon aimed at families with young children.	<ul style="list-style-type: none"> <li>Ministry Team to plan service</li> <li>Advertise</li> <li>Run</li> </ul>	Autumn 2025	Mary Lee - LLM Ministry Team
<b>Explore a plant in Knotty/Forty Green</b> to tackle the challenges posed by our geographical distance from majority of residents.	Find a location and start with a monthly service or event with a view to potentially increasing in due course.	<ul style="list-style-type: none"> <li>Ministry Team to explore locations</li> <li>Vicar to find out about Diocesan support and resources.</li> </ul>	For Easter 2026	Ministry Team
<b>Aim for 1%</b> of population. Population of Penn is 4,168 and we have 11 residents on the electoral roll.	Our Goal is 40 residents on the Electoral Roll.	<ul style="list-style-type: none"> <li>Develop evangelistic resources and strategies</li> <li>Train congregation to do this together</li> </ul>	From Summer 2025	Everybody
<b>Bells</b> Seek to preserve for the future and to be a support to the ringing community.	The Bells need works done, so this should be achieved through help of local supporters	<ul style="list-style-type: none"> <li>Letter of Intent</li> <li>Faculty Application</li> <li>Community Fundraising</li> </ul>	Now	Bell Tower Vicar and Warens
<b>Invitational Services</b> to get into the habit of inviting new people to a service which will be accessible and friendly.	The first Sunday of the month will be an invitation Sunday, the same Communion Liturgy as normal but with an emphasis on good hymns and a seeker friendly message, followed by prayer ministry after the service	<ul style="list-style-type: none"> <li>Advertise</li> <li>In weeks 3 and 4 each month be emphasising prayer for people who will be invited on the first Sunday of the next month.</li> <li>Explore follow ups; taking details etc</li> </ul>	September 2025	Everyone Ministry Team (Prayer Team)
<b>Set Up Whatsapp Community Group</b> to help enable effective communication for people.	An optional group to join with a code of conduct and online safeguarding policy which can help people to keep up to date with one another and official church activities.	<ul style="list-style-type: none"> <li>The Group is already set up</li> <li>Policies need approving by PCCs</li> <li>Channels will need reviewing</li> <li>Will Trial with Holy Trinity First</li> </ul>	Summer 2025	PCCs

# St Margaret's MAP

Goal	Plan	Actions Required	Start Date	Lead Person/People
<b>Plant a Non-Sunday Congregation</b> , likely on a Saturday evening to engage with those who find Sunday mornings don't fit their lifestyle.	To offer an 'Adult Sunday School' service on a Saturday evening, initially monthly, which would focus on key 'sunday school' Bible readings from the Old and New Testament. It would be 'seeker friendly'; CofE yet accessible.	<ul style="list-style-type: none"> <li>Plan a series of sermons and services.</li> <li>Focus on promoting this in advance, perhaps through posters in local pubs and shops.</li> <li>Thought should be given to music resources; more of a mix between classic hymns and contemporary keyboard style worship songs.</li> <li>Explore if we can provide a meal with the service?</li> </ul>	Planning: Summer 2025  Launch: Autumn 2025	Ministry Team and PCC Musicians
<b>Youth Council:</b> Establish local area links between young Christians and how they can share their faith with peers.	To engage with young people across local Churches and see if they can participate in our activities and in those of other Churches.	<ul style="list-style-type: none"> <li>Formation of the Youth Council:               <ul style="list-style-type: none"> <li>Warden, Ministry Team</li> <li>Parents, Young People</li> </ul> </li> <li>Contact Hazlemere, Loudwater, Beaconsfield, Micklefield Churches</li> </ul>	TBC, but sooner rather than later.	Youth Council
<b>Extend Tuesday Coffee throughout the week</b> to engage with parents at school drop off times.	To provide a space and benefit to the local parents to support them and seek to build fresh relationships with members of the community.	<ul style="list-style-type: none"> <li>Explore 'staffing' and whether or not we can have enough volunteers.</li> <li>Determine times; ideally in the afternoon to coincide with School Pick Up and to mitigate local impact in the morning..</li> <li>Term Times only</li> </ul>	Autumn 2025	PCC
<b>Upgrade AV equipment</b>	Determine needs/uses and build specifications. Fundraise and achieve.	<ul style="list-style-type: none"> <li>Discuss</li> <li>Fundraise</li> </ul>	Summer 2025	PCC
<b>Gravetalk and End of Life</b> Practical and Spiritual support	Regular support to reflect on preparing to die well	<ul style="list-style-type: none"> <li>Plan and Run</li> </ul>	Autumn 2025	Mary Lee - LLM
<b>Aim for 1%</b> of population. Population of Penn is 5,577 and we have 39 residents on the electoral roll.	Our Goal is 56 residents on the Electoral Roll.	<ul style="list-style-type: none"> <li>Develop evangelistic resources and strategies</li> <li>Train congregation to do this together</li> </ul>	From Summer 2025	Everybody
<b>Invitational Services</b> to get into the habit of inviting new people to a service which will be accessible and friendly.	The first Sunday of the month will be an invitation Sunday, the same Communion Liturgy as normal but with an emphasis on good hymns and a seeker friendly message, followed by prayer ministry after the service	<ul style="list-style-type: none"> <li>Advertise</li> <li>In weeks 3 and 4 each month be emphasising prayer for people who will be invited on the first Sunday of the next month.</li> <li>Explore follow ups; taking details etc</li> </ul>	September 2025	Everyone Ministry Team (Prayer Team)
<b>Set Up Whatsapp Community Group</b> to help enable effective communication for people.	An optional group to join with a code of conduct and online safeguarding policy which can help people to keep up to date with one another and official church activities.	<ul style="list-style-type: none"> <li>The Group is already set up</li> <li>Policies need approving by PCCs</li> <li>Channels will need reviewing</li> <li>Will Trial with Holy Trinity First</li> </ul>	Autumn 2025	PCCs
<b>Get to Know Each other</b> Find ways to increase the general awareness amongst the congregation of who people are and find ways to socialise	Things like: Name Tag Sundays, A Birthday Roll, sharing lunches, Quiz Nights, and outings.	<ul style="list-style-type: none"> <li>Identify people to join Events Committee and help with these things.</li> <li>Set dates for nametag Sundays</li> <li>Start Prayer Groupings</li> </ul>	September 2025	Events Committee EVerybody

# Governance and Administration

Principles and Values	Plans
<b>Finance</b> It should be easy/frictionless to receive donations and financial support There should be some form of integrated software to help with managing invoices and bills Digital Banking preferred Commitment to generosity even when money is tight Parish share is a priority	<ul style="list-style-type: none"> <li>Regular Stewardship Appeals</li> <li>Contactless payments through devices and phones</li> <li>QR codes via GiveALittle to be set up for each Church and for specific projects</li> <li>Encourage standing orders for regular giving</li> <li>Explore programs like Xero, Money Minder, Pandle, Zoho Books, Quickbooks, etc to assist treasurers and Administration</li> <li>Identify local charities we can support, as well as identifying smaller Christian charities where our donations can have a positive impact.</li> <li>Maintain regular parish share payments with a view to paying in full where possible.</li> <li>Set an annual budget which anticipates our income and expenditure for the year and each month and update with actual figures for PCC Meetings.</li> </ul>
<b>Safeguarding</b> Trust in the Church is earned, not assumed; we have to exemplify best practices as part of our witness. Safeguarding is not imposed on us, but is an expression of our fellowship and love as Christians in community	
<b>Administration</b> Administrative help should enable the clergy and ministry team to spend more time engaging in ministry Processes should be streamlined and suitable for the results they serve or achieve It should be well resourced but wisely managed in terms of financial costs.	
	<ul style="list-style-type: none"> <li>Support and resource our Parish Safeguarding Officers</li> <li>Ensure that all eligible volunteers are up-to-date with training</li> <li>Incorporate into services as part of the preaching and notices</li> <li>'Pithy Safeguarding principles' for content and regular reminders to help shape a culture and understanding of safeguarding.</li> </ul>
	<ul style="list-style-type: none"> <li>In absence of an administrator we need to:               <ul style="list-style-type: none"> <li>Identity Admin processes, both regular and seasonal, and identify:                   <ul style="list-style-type: none"> <li>What processes can be simplified?</li> <li>What processes can be automated or digitised?</li> <li>What processes can be outsourced?</li> <li>What processes require a regular known person in the office?</li> </ul> </li> <li>Once identified, the JSC will need to focus on:                   <ul style="list-style-type: none"> <li>Hiring / contracting someone to do the Admin.</li> <li>Engaging services outsourced</li> <li>Establish automation and digitisation. This will include revising existing forms and processes for everything from hall bookings through to funerals etc.</li> </ul> </li> </ul> </li> </ul>