



## The Diocese of Southwark



## Richmond Team Ministry

*Christ Centred, Outward Focused*



### ***Vicar of St Mary Magdalene and Team Rector of the Richmond Team Ministry***

#### **Invitation**

Do you feel called by God to lead the church of St Mary Magdalene in Richmond, right in the centre of the town and to be our Team Rector, working with the two other churches in the Team - St John the Divine and St Matthias - based on mutual encouragement, love and support?

Are you eager to use the gifts of the Holy Spirit, to share the Good News of Jesus Christ with the community of Richmond, confident in the Gospel to change lives and build the Kingdom of God?

Are you also, in a busy role, able to make time and space for God in your own spiritual development and in your prayer life?

We are looking for a gifted, wise, creative, and loving experienced parish priest who is pastorally strong and who will develop our discipleship, deepen the spirituality of the Team, and reach out to the communities we serve. There is much to do, and you will be a priest who demonstrably and authentically relishes collegiality, has a good sense of humour, and encourages the flourishing of lay and clergy ministry. You will cherish our congregations and value their gifts. You will engage and inspire us with your preaching and enjoy developing new relationships in our town as part of our vision: to be Christ Centred, Outward Focused.

We are Eucharistic, Open, and Inclusive. We are a long- time member of Inclusive Church.

Is God calling you?



### **Introducing Richmond and the Richmond Team Ministry (RTM).**

Across the Team of three churches, we have many blessings which we seek to share generously. Richmond upon Thames, was named the best place to live in the UK by the Sunday Times in December 2024, citing its low crime rate, good schools, and high GP satisfaction as well as abundant green spaces including Richmond Park.

St John the Divine is close to Richmond station, the spire of St Matthias at the top of Richmond Hill can be seen from miles around and St Mary Magdalene is our civic church right in the town centre. Each church is distinctive; all have well-ordered liturgy in the liberal tradition and are open to all.

We have two other full time licensed team vicars, one in each of St John the Divine and St Matthias church. There are two authorised lay ministers (a Reader and a Commissioned Pastoral Minister) which are Team roles, and wonderful volunteers across all three churches. Priests also arrange to swap Sunday Services to get to know the whole parish.



Each of the three churches has the freedom to worship in its own distinctive way:

- St John the Divine reflects the modern liberal catholic tradition in worship and service
- St Mary Magdalene is central in tradition with three services each Sunday and thriving choral music
- St Matthias' Sunday service follows Common Worship Order One, making use of its flexible worship space

The Eucharist is celebrated in all three churches on Sundays as well as several times during the week. All three churches have choirs, which combine for Team services to celebrate a number of feasts and festivals throughout the year, including Holy Week services and all three patronal festivals.

Morning Prayer is also a team activity, with clergy and members of all three congregations coming together to pray the office every weekday morning, moving between the three churches and available for all to join via Teams online.

Beyond worship, we work together in a number of ways such as the Richmond Soup Kitchen (RSK). This is an independent, award-winning community initiative, welcoming guests, and volunteers of all faiths and none. RSK is hosted by St John the Divine twice weekly throughout autumn and winter, and a number of congregation members across the three churches generously support the project with shopping, cooking, admin, and volunteering. Each year the Team raises vital funds, for example St Mary Magdalene raises funds for RSK through the May Fair.

We also have a Team wide Green Team for the environment and each church has achieved the A Rocha Eco Church Bronze level and is working towards Silver.

All our children's and youth activities, outside Sunday morning worship, are a Team endeavour, with pre-teens and teenagers from all three churches meeting together every month.

During the first year, our successful applicant will see the completion of the RTM parish rooms project (plans are agreed, building starts this summer) which will provide the Team with a community asset in the centre of Richmond. This is partly enabled by the blessings of historical charitable trusts through the Richmond Church Charity Estates (RCCE) which help us to resource projects and maintain financial resilience across the Team. We have a Team-centred parish office and are in the process of recruiting an Operations Manager.

There are challenges as well as opportunities for the Team. Our priorities from our recent PCC Away Day are:

- to develop our faith,
- to deepen spirituality,
- to reach out to our communities including our civic community,
- to focus more on attracting families, children, and young people,
- to develop better communication,
- to develop ministry for the bereaved and consider a garden of Remembrance for parishioners.

Our Mission Action Plan summary following the PCC Away-Day on 3<sup>rd</sup> May 2025 is at the Appendix.

Following the pandemic, we need to continue to rebuild our core congregations. Following this year's 6 yearly review of the Electoral rolls we now have

St Mary Magdalene 165

St John the Divine 49

St Matthias 54

There are considerable opportunities to evangelise, to develop stronger relationships with our town and those who come to work and study here, as well as those who live here. Our most recent Christmas and Easter services were hugely busy right across the Team. We also continue to welcome the many visitors to our services, who enjoy the glorious location of Richmond upon Thames and

Richmond Park. Amongst our Team activities, are the regular reflective walks led by Revd Anne Crawford along the Thames or in the park or nearby Kew Gardens.

This is a busy commuter town. Local employment is concentrated on the service sector (offices, shops, restaurants), but most people who work in the town cannot afford to live here. Richmond residents work mainly in central London and among them the largest group is probably to be found in the financial services sector. House prices are among the highest in the capital, which means that young people are priced out of buying in the area. The borough has a strong voluntary sector with higher-than-average levels of volunteering.

To fulfil our vision and grow, we need a Team Rector who, as the incumbent of the parish, values their ministry colleagues and our many volunteers, who will develop the discipleship of all our church members so they can flourish, their gifts can be recognised and deployed, and we can live our vision to be Christ Centred and Outward Focused.



### **Introducing the church of St Mary Magdalene.**

#### **St Mary Magdalene.**

##### **Who are we?**

We are a busy congregational church and have a warm and welcoming congregation, with a significant number of volunteers for the many different roles: from our sacristans and servers, intercessors and readers, to our prayer team, flower team, children's work volunteers, weekday welcomers, committee members, bell ringers and choir members. St Mary Magdalene aims to keep its doors open every day from 8.30 am to 3pm to provide a place of calm in the town centre where people can sit and reflect, light a candle, enjoy our flowers, and offer silent prayer.

At St Mary Magdalene where the priestly ministry of the successful applicant will be centred, there has been worship for more than 800 years. We have a refurbished church, a strong and thriving choral music tradition and a church that is open for much of the week for private prayer with welcomers on hand to help. There are a number of civic engagements for the vicar of St Mary's who is also the Team Rector, including the civic service at the war memorial on the river on Remembrance Day each year, and there will be many opportunities to reach and serve our local community.





## What sort of church do we want to be, and what will we expect of our vicar at St Mary Magdalene?

At our recent consultations, the community and congregation at St Mary's agreed that we want our new vicar to:

- provide provoking and challenging sermons,
- enable prayer/bible study/pastoral support groups,
- help us to attract young adults, young people, and families, building relationships with schools and carers,
- consider how we can explore some new forms of worship and services to broaden appeal and widen congregation participation whilst retaining the core of our musical and liturgical traditions,
- prioritise the ministry and pastoral needs of the elderly, celebrating their gifts, supporting 'Jolly Active' group, and develop our bereavement ministry,
- celebrate our heritage building and its civic role in the town including bell ringers, flag master, participation in the town's May Fair, its Remembrance services,



- ensure we are hospitable and outward focused,
- love music and support our flourishing choral music tradition and the mission through music in our Music Foundation,
- develop the congregation, lay leaders and lay ministers,
- support our open church, which enables prayer throughout the day,

- develop and share their own interests in specific theological convictions, Christian art, poetry, or other means by which you define your faith and your curiosity for it,



... and the children of St Mary Magdalene ask for a vicar who will be loving and kind (and who knows about Jesus!).

## **Worship and Ministry**

Our worship is liturgical, choral, and we offer both BCP and Common Worship services.

Regular Worship on a Sunday constitutes: 8am BCP Holy Communion

9.30am Common Worship Sung Eucharist (All Age  
worship monthly)

6.30pm BCP Choral Evensong

Until the vacancy we also offered a monthly service of said Matins.

All our Sunday services include a sermon or homily.

Our 8am BCP is a reflective service with a faithful congregation who love the peace and beauty of a said Communion service.

At our 9.30 Service we are led in by our Crucifer, and our large choir, often 20 strong, processes outside around the church (weather permitting) as the bells fall silent and we gather at the West door. We have a thriving rota of Welcomers, Readers, and Intercessors. We use a variety of Sung settings for the Eucharist, and we can reflect on the Anthem during communion or light a candle. Once a month we have the laying on of hands and anointing by members of our lay ministry and lay prayer team. At the end of the service, we enjoy an organ voluntary as the Choir processes out and the service is followed by sharing refreshments and conversation together.

BCP Choral Evensong is a well-attended and growing service, with a distinct congregation who appreciate the variety of responses, canticles, and anthems in the choirs' repertoire. It is a reflective and beautiful service in which choir and congregation all participate.

Our weekly Wednesday 10am Holy Communion (Common Worship, traditional language) is well attended and has a faithful and mutually supportive congregation. It provides a reflective centre to the week, a particularly accessible service for older members of the community, and a welcoming environment for those who wander in.



Each congregation is a community, but all are connected by this place and our shared love for God and God's people. Children and families are involved wherever possible in our worship. Our strong musical tradition gives space to people whatever their situation and wherever they come from.

### **Occasional Offices-Baptisms, Weddings, and Funerals**

We also have consistent numbers of baptisms, weddings, and funerals in the church, averaging perhaps 6 baptisms, 5 weddings and 12 funerals per year. These occasional offices are particularly important for forming and maintaining relationships with the wider community in Richmond.



### **Mission and Outreach**

Developing relationships with those who work or visit the busy town centre is mainly through our Open Church policy. We have friendly welcomers on hand during the day during the week whenever possible and this is highly valued. Visitors to the church frequently comment on our flowers, and we have a team of enthusiastic and very creative flower arrangers. By the West door we have our prayer board which is used extensively by our visitors during the day when the church is open, our font full of water which many use to cross themselves, and a large basket of donated food, freely available to anyone. The entrance of our church reflects our prayerful, sacramental, missional theology. Outreach also includes our work with Almshouses, the Sea Cadets, Christs School, support for the Richmond Soup Kitchen and Street Pastors. We also regard our music, with the increasing number of open recitals and concerts as community outreach.

### **Music**

Our **Music Foundation** aims to enrich the worship through music, develop, promote, and maintain a full programme of non-liturgical music as well as music in our services, the latter particularly leading to growth in Evensong. The choir includes members of the congregation as well as a number of talented choral and organ scholars. The music is led by our Director of Music Seb Gillot, who is employed by the parish. We have recently started a junior choir for children, fund raising for a better piano and are planning to increase the opportunities for concerts and to draw the community more into the life of the church.



The **Bell-Ringers** of the church, are mainly drawn from the congregation and from a wide age range. The **Bells** are subject to a major plan to improve them, currently going through public consultation and the project, hopefully once approved, will also include the refurbishment of the church clock bell. Three of the existing bells, when they are no longer in use, will be placed in our church. Together with our Flag Master, the Bell Ringers also have a role in marking the civic life of the town.



## The Church Building

Christians have worshipped on the site of the present church since AD 1200. The church was entirely rebuilt 1487-1506 after the Earl of Richmond (in Yorkshire) became Henry VII and whose palace was on nearby Richmond Green. There are small parts of the current building dating from that time. There have been several re-orderings since, much of the church we now see dates from 1750, the last major change in 1935, before the very significant refurbishment of the building in recent years. The church has monuments dating from 16<sup>th</sup> century and the latest interments in the floor date from the Tsunami in the Indian Ocean of 2004. The church can hold up to 400 and the modern pews and chairs are moveable. We await the completion of the RTM Team Parish rooms which will be nearby to have access to a full working kitchen and meeting room venue as well as the RTM parish office.





## The Church Grounds

Taking care of God's creation is an important part of our mission.

The churchyard has been closed to burials since 1854, and Richmond Council is responsible for its upkeep. This can be challenging as we are limited in how we can use the grounds, and we wish to explore a Garden of Remembrance there for parishioners across the Team as part of our bereavement services. The Green Team is active in making the area more wildlife friendly. The War Memorial is tended with great care. The area immediately around the church is an excellent venue for our May Fair stalls and ad hoc sales!



*Church Wardens, Anthony Bell and John Buckingham*



## **Additional information about the Richmond Team and our two other churches, St Matthias and St John the Divine**

**Governance, finance, and operations** are through a single PCC Chaired by the Team Rector and with each church represented equally, taking turns to nominate a lay vice chair each year. Each church also has a Church Committee. The six church wardens, PCC Secretary and Treasurer come together with licensed clergy as the Standing Committee. There is a Property and Finance Committee, chaired by the Treasurer, a Risk Panel with representatives from each church and staff, a new HR Sub-

Committee and at present the Parish Rooms Working Group. Each church has a safeguarding officer as well as the PSO. Safeguarding is taken very seriously and recently, for volunteers and staff we have introduced a complaints policy and other related policies to build up best practice.

**The Richmond Team day to day finances** are managed by a contracted finance officer who is also a very experienced parishioner and who works closely with parish office and Treasurer (an interim at the time of advertisement). Finances are robust and underpinned by the generosity of the Richmond Church Charity Estates but we are keen to increase and encourage regular giving. We support the Diocese of Southwark through the Parish Support Fund and this year increased our annual giving to £350,000. We set aside funds to give to missional activity, both locally and internationally. The Richmond Team has substantial investments and some properties. There have also been some very generous legacies and donations in the past all of which has enabled us to refurbish and improve our buildings and facilities and employ staff.

### **Children and Youth Work**

There are developing links with schools in the parish and the PCC nominates Foundation Governors to Christs School, the only Church of England Secondary School in the Borough and Revd. Joe Moore is a Governor on behalf of the clergy team. The clergy also support other schools in the town. However, there is much to do to attract more families, children, and young people as active members of our congregation. We have previously employed a member of staff and intend to consider this again.

While we believe it is important for our children to learn to participate in, integrate into and appreciate our regular forms of worship, enjoying the music, movement and colour and increasing their understanding of the liturgy, we also seek to develop their own spiritual growth with specially designed and age-appropriate activities, and enable the congregation to change and adapt to increase our inclusivity. We are keen to develop the inter-generational interaction, and we currently offer a children's area in each church and involve them in worship as well providing craft opportunities. There are monthly Team-wide discussion groups for our modest number of pre-teens and teenagers.

### **Team Communications**

This is an important area for future development especially to stay connected to members of our congregations who cannot attend church regularly and to attract new members of our congregations and worshipping and prayer life in our churches. We have a Team weekly e-newsletter, with an introductory encouraging contribution from one of our clergy which is sent out by the parish office and is then [available on the website](#) and this is an important means of communication and highly valued. Team vicars also send out their own regular updates to their own congregations. [Team Talk](#), a parish magazine, is published 3 times a year, both in print and online. [Orders of Service are available on the website](#) for use at home. For a real-time flavour of Team life, please visit our website at [www.richmondteamministry.org](http://www.richmondteamministry.org), which is due for further development and follow us on social media at:

<https://www.facebook.com/StJohntheDivineRTM>

<https://www.facebook.com/StMaryMagdaleneRTM>

<https://www.facebook.com/StMatthiasRichmond>



## **Our Two other churches, St Matthias and St John the Divine.**

### **St Matthias Church**

#### **Who are we?**

St Matthias is a growing worshipping community serving the people who live and work on Richmond Hill, and to the many tourists who visit Richmond Park and the Terraces. There is a strong village feel to this part of the Parish, with a good social mix of people, many coming to live, work and study here from all corners of the world, but also people who have lived in Richmond all their lives. Our congregation reflects the diverse makeup of our local community, with a wide age range and many nationalities included in our church's life.

We are known for our hospitality and warm welcome. We love to celebrate festivals and special events with bring and share lunches and BBQs in the summer. We share our building with community groups and charities who like the flexible space of our nave and appreciate the kitchen and good toilet facilities to support their fundraising events, and we often host Team social events as well as worship here. St Matthias is also providing a temporary home for our Parish Office while the new Parish Rooms are being built.



#### **Our Worship and Ministry**

We worship in a beautiful Grade II listed building, designed by renowned Victorian architect George Gilbert Scott. Our spire (illuminated at night) is a landmark which can be seen for miles around and locals find it a comforting sight, a symbolic beacon of hope in the midst of our community. We value our open and flexible worship space, and a light-filled interior which speaks of the mystery, otherness and beauty of holiness and helps promote a sense of awe and wonder. We benefit from the great



breadth of church experience amongst our congregation – not everyone who comes to St Matthias has an Anglican background, but people appreciate well-ordered liturgy which is Eucharistically centred. On Sunday mornings we use Common Worship Order I in contemporary language, changing the Eucharistic prayer at various points during the year. We use Common Worship Order I in traditional language at our midweek Eucharist. We are fortunate to have a team of lay people who welcome visitors, prepare and lead intercessions, read lessons, and administer the chalice, as well as competent and reliable Sacristans who prepare for services and verge at weddings and funerals. Good music is important to us, and we enjoy a variety of music and hymns, both traditional and contemporary and are supported by a robed choir, led by a talented professional musical director and organist. We appreciate articulate, theologically insightful preaching which challenges, inspires and comforts. We have a talented and artistic team of flower arrangers, and we value the contribution they make to our worshipping life.

Not all our worship takes place inside the church building. During covid lockdowns we introduced Wild Church at St Matthias, a way for all ages to worship outside in nature and find God in the beauty of creation. This way of being church has grown organically since then, and now we have a very settled Team-wide congregation who come together once a month for a guided reflective walk, with prayer stations along the way. Each walk finishes with coffee or lunch, an opportunity to get to know one another better and strengthen relationships across the Team.

### **Occasional offices – baptisms, weddings and funerals**

Baptisms are always welcome at St Matthias, and we have seen adult baptism increase in recent years. St Matthias is popular with couples wanting to be married in close proximity to Richmond Park, and we join with the other churches in the Team to provide support both in the preparation of marriage and afterwards. Many of our wedding couples stay as regular members of the congregation long after their big day.

Funeral ministry is an important aspect of our corporate life, with funerals taking place in church as well as at the Crematorium. We place a strong emphasis on providing a warm welcome to all, and this is reflected in the number of people who continue to come to St Matthias after the funeral of a loved one because they have felt supported and feel a sense of hope and comfort in their belonging.

### **Our Mission and Outreach**

Growing relationships in the community, and supporting local business is an important part of our outreach and the Vicar is a well-known, approachable figure on the Hill. Ministry to local schools plays a vital part in our mission to children and young people, and we have good relationships with the schools on Richmond Hill. The Vicar is invited to support the RE curriculum in each of the schools, and we often welcome school groups to church to explore different aspects of Christian faith and worship, as well as hosting Christmas, Easter and Harvest celebrations. We have links with the local Scouts who come to church for parade services to celebrate Mothering Sunday and Harvest.



The local Residential Care Home is very much a part of our church family, with the Vicar visiting every week to lead an accessible, gentle act of worship, supporting the spiritual, emotional, and physical wellbeing of the residents, their families and the staff who care for them. We are working hard to ensure that St Matthias is a dementia friendly church, and some of the more physically able residents now regularly come along to Sunday morning services with their carers.

We love that our congregation reflects the human condition in all its God-given beauty, diversity, and complexity, and we continue to put people at the heart of our ministry. We endeavour to be a Christ-centred, outward-focused, inclusive, and welcoming community of faith.

Revd. Anne Crawford.

### **St John the Divine**

**St John's** is situated a short distance from Richmond Station at St John the Divine, Richmond, we believe that worship leads to mission and that discipleship is a lifelong journey. Rooted in the Catholic tradition of the Church of England, our community is centred on the Eucharist—where we encounter Christ, are nourished by grace, and sent out to live the Gospel in the world.

### **Who are we?**

We are committed to growing as disciples: people shaped by prayer, Scripture, and the sacraments, becoming more like Jesus in our daily lives—more courageous, more compassionate, more attentive to the needs of others. Our tradition is rich, but not rigid. We hold together beauty in worship and boldness in action. We welcome questions, value reflection, and seek the Spirit's guidance in responding to today's challenges. We are proudly inclusive: all are welcome here, regardless of background, gender, sexuality, or circumstance. Faith at St John's is not just about coming in — it is about being sent. We want to be a church that makes a difference in Richmond and beyond. St John the Divine has a faithful congregation, with ages ranging from 4 to 90, comprising a mix of long-established members and an increasing number of newer people. A few live within the parish, while more travel reasonable distances for its theology, liturgy and community, made easier by the church

having its own car park. Particularly at St John the Divine, there is a wide variety of faith backgrounds, nationalities, sexualities, ethnic diversities, a mixed age profile, disabilities and people with mental health conditions who all feel welcome. Our musical director leads a small choir which enhances the rich liturgical style of St John the Divine.

## **Worship**

Of the three Team churches, St John the Divine is the one most closely identified, with the Catholic tradition of the Church of England. The ethos of St John's can best be described as Liberal Catholic. The celebration of the Mass is central to our community and is the principal act of worship on Sundays. Rich vestments, candles and incense, together with a strong musical tradition and some exquisite artwork, add much to the experience of worship at St John's. St John's is keen to invite visiting preachers and in recent years this has included the CEO of the Children's Society and the Ecumenical Officer for the Roman Catholic Church and many others such as an ordained psychiatrist and university chaplains.

On Tuesdays at 6.30 p.m. there is a time of prayer and reflection during the Exposition of the Blessed Sacrament, followed by Low Mass with a short homily. The Lady Chapel is an environment particularly conducive to quiet reflection and prayer and is often used for parish quiet days. On Tuesdays the Team meets for Morning Prayer at St John's.





## Mission and Outreach

- We are renowned within the Team for our Bring and Share lunches, for our Patronal and Harvest Festivals with food reflecting the cultural heritage and passions of many of our congregation.
- We have good links with the nearby Orange Tree Theatre.
- Several members of the congregation lead Stations of the Cross during Lent and Holy Week.
- We are home to the Richmond Street Pastors hub.
- Several members are active volunteers at Richmond Soup Kitchen hosted at St John the Divine.
- We host a range of other events.
- We have good relations with the nearby Radnor House Prep school.
- A team Alpha course will run at St Johns in autumn 2025.

St John the Divine was consecrated in 1831 and many parishioners lived in poverty. The church's social mission expanded dramatically with the provision of a school for young children (which continued into the 1970s and is now part of The Orange Tree Theatre) and St John's House, which provided meals and care for the poor and sick. St John's Lodge is now a five-bedroomed flat above the vestries and it is let to SPEAR for its work with the vulnerable, single, homeless. St John's Hall adjoins the church. It is a useful size with good storage and amenities, including a small but adequate kitchen. The hall is used by the Team and is also let for community and commercial use. St John's is a Grade II listed church, an Arts and Crafts church and has a notable historic organ. The sound system with live-streaming was upgraded in autumn 2024.



*Rev. Joe Moore.*

## **Further information for applicants; the Role and Person Specification**

The vacancy has arisen following the retirement of Canon Wilma Roest.

The successful applicant will have responsibility for St Mary Magdalene and also lead the Team Ministry in a collegial style, further uniting the three churches as a team whilst delighting in the distinctiveness of each church, reinforcing our liberal tradition and welcoming all.

The position as incumbent will include housing in a vicarage, to be purchased once the existing vicarage has been sold. A new vicarage will be purchased in Richmond within 15 minutes walking distance of St Mary Magdalene Church.

In order to develop and fulfil our missional priorities we are looking for a priest who:

1. Has substantial experience as a priest, ideally in a parish, within an inclusive, central Eucharistic tradition.
2. Can inspire us, by their prayer, preaching and teaching and so grow the faith of the faithful.
3. Can authentically demonstrate evidence of being a team player as well as a team leader with a commitment to building up the collegiality of the clergy, lay ministers and parish staff.
4. Is happy to enable and delegate responsibilities and embraces opportunities for lay led discussion groups.
5. Encourages Team services, other Team activities and supports Team wide Morning Prayer.
6. Is loving and kind and will spend time on pastoral work.
7. Is willing to be engaged in lively discussion in a loving and intellectually confident congregation, possessing integrity and willing to address challenging issues of our wider church and world today.
8. Is willing to work with local businesses, schools, and other community groups to foster the love of God for all.
9. Is robust and resilient but also approachable and humble.
10. Is outward focused but clearly Christ-Centred, taking care of their spiritual growth and prayer life, and takes holidays!
11. Helps us to develop our vision and fulfil our mission plan.
12. Has passion, energy, enthusiasm, and a good sense of humour.



If you feel Called by God to express interest or to apply, please contact the Archdeacon's office, her PA, Charlie Watkins: [charlie.watkins@southwark.anglican.org](mailto:charlie.watkins@southwark.anglican.org)

With thanks to Sisi Burn for her permission to use some of her photographs.



## APPENDIX : MISSION ACTION PLAN as at May 3rd 2025.

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**Richmond  
Team Ministry**

**ST MATTHIAS**

**ST MARY MAGDALENE**

**ST JOHN THE DIVINE**

Our vision is to be  
**Christ-Centred & Outward-Focused**

### MISSION ACTION PLAN

As Developed at PCC Away Day 3<sup>rd</sup> May 2025

Our SMART goals for the next 3 years:

(specific, measured, achievable, relevant, time bound)

Each goal has the corresponding marks of mission highlighted in brackets.

- Children and Young People – to develop and grow our ministry in church and in schools (1, 2).
- Faith Development – to provide theological and spiritual development opportunities to enable a deepening of faith and confidence in our congregations (1,2).
- Social Outreach – to recognise need and respond appropriately and compassionately, building relationships between church and community (1,3,4).
- Evangelism – to be confident in discipleship, and eager to share the gospel (all 5 marks of mission).
- Lay leadership development – to encourage, train and enable lay leaders in all aspects of church life, i.e. worship, learning, outreach and evangelism (1,2).
- Bereavement Ministry – To explore the possibility of creating a Garden of Remembrance for the Team in St Mary's churchyard, providing a sacred space for the interment of cremated remains (1,2,3).

#### **5 Marks of Mission**

- 1) Proclaim the good news of the Kingdom
- 2) Teach, baptise and nurture
- 3) Respond to need by loving service
- 4) Transform unjust structures and challenge violence
- 5) Safeguard the integrity of creation and sustain and renew the life of the earth