

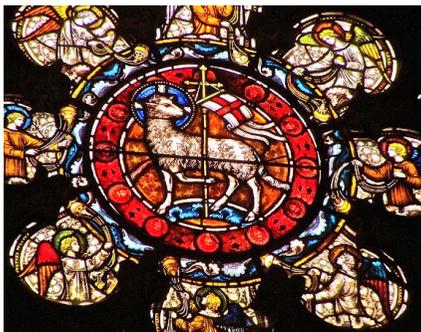
## The Building & Garden

Heritage and Community work has been done throughout the past decade: eg. the organ, the roof, the kitchen/cafe/office range.

Fitness for purpose for the next decade requires us to revisit and develop ideas raised over recent years. They are now in sharper focus than ever as we consider our spiritual and community needs.

### For example:

- Adapting the vestry as a confidential multi-use space.
- Improving the lighting and sound systems to enhance the beauty of the acoustics, for inspiring worship and increased use as a venue.
- Adapting the nave sanctuary area for the same purposes.
- Recovering some of the lost beauties of the Butterfield vision.
- Making the church more comfortable as well as challenging, whether for worship or as an area for presentation and display.
- Enhancing the memorial garden and the potential of the rest of the site as a symbol and centre for reconciliation.



## Paying for Our Vision

Six years ago, St Andrew's was running an annual deficit approaching £30000. This year, thanks to regular giving, other donations, the great success of the cafe, other events, and careful economies, we are close to breaking even. Congratulations to everyone. But we can't afford to let up. We need at least one new regular income stream to make sure we finish in credit annually.

The PCC is determined that our capital reserves should not only be kept as an emergency contingency fund, but also used in a business like way for investment in sustainable projects to achieve growth and put the strategy into action. It is important that we do not simply try to hoard money for an undefined future, the present church community should benefit too. Only by offering match-funding do we stand a real chance of securing grants from outside.

We have secured diocesan support for half the cost of two of our staffing appointments, and the promise of a similar proportion for the adaptation of the vestry. Only a similar sharing of costs gives any hope of support for the appointment of a Community Worker.

Our other objective, the restoration of some of the faded Butterfield beauties of the church will require Heritage Lottery bids—no certainties there.

### Our Next Steps:

- Prepare a fully costed Development Plan to make sure our investment of time and money in this strategy is justifiable and sustainable.
- Consult widely with Congregation, DAC & Town Community.
- Constant prayer and unified action to further God's work in this place.



## ST ANDREW'S CHURCH

**Mission & Vision 2017/20**  
December 2016 Launch

# Introduction

Three years ago, members of St Andrew's congregations shaped a future strategy.

Three priorities came out of those meetings:

- Prayer
- Teaching
- Children and Families

Your Parish Church Council (PCC) has been doing the ground-work for a Three-Year Strategic Plan, 2017-2020, to build on those priorities.

We have been inspired and focussed by Bishop Christopher's drive for churches to stimulate growth and development, rather than manage a dignified decline. This is particularly important as we are a Greater Parish Church which is also a Grade 2\* Listed Building. We have much more to steward plus many more opportunities.

St Andrew's have undertaken a self-evaluation through the Eight Signs of a Healthy Church.

We are also conscious of our double responsibility both spiritual and civic at the heart of Rugby, and our reconciling mission,

- ***to bring people ever closer to the love of God and the friendship and example of Jesus***
- ***to fulfil our key community role in the revival of the town centre.***

## Comments or Questions?

[Mission&Vision@rugbychurch.org.uk](mailto:Mission&Vision@rugbychurch.org.uk)

## Our Spiritual Mission

### The Priorities of the Diocese of Coventry:

- Worshipping God
- Making New Disciples
- Transforming Communities

### The Basis of Diocesan Mission:

- Inspiring Worship
- Gift-Based Ministry
- Needs-Based Outreach
- Loving Relationships
- Empowering Leadership
- Passionate Spirituality
- Holistic Small Groups
- Effective Structures

### Our Parish Priorities:

- Prayer
- Teaching
- Children and Families

## Reconciliation

The unique theme of Coventry Diocese.

- Our combined mission at St Andrew's, spiritual and civic, can be expressed in that context: reconciliation at the heart of Rugby at a time of many challenges.
- **To make us fit for these challenges in 2017-20 and beyond, we need to develop as People, as a Building and a Site, and in how we use our available resources.**

# Our Team

The past years at St Andrew's have been a triumph of dedicated volunteering by many people. We pray that this will grow. But the next stage of the strategy will demand more than volunteers alone can offer.

The priorities of the last three years have seen a great investment of vision and energy from our Rector. But a strategy for growth needs a team bigger than the very small staff she started with, and there is no foreseeable appointment of a curate.

The PCC has recognised the urgent need for creative team-building, to add to the work of the church administrator at the hub in the office. We are therefore planning the following appointments:

- A part-time Children and Family Worker, still in the first year of three, and already on increased hours.
- A new part-time Director of Music, due to start in January 2017.
- A part-time Outreach Music Worker, to add a whole new dimension to the work with families and schools, due to start in Jan 2017.
- A draft job description for a part-time Community Worker, yet to be advertised, to develop the church as a Venue for worship and the arts.