

Our Vision

What we seek our church to look like in 5+ years

Mission

What are we to do as a church

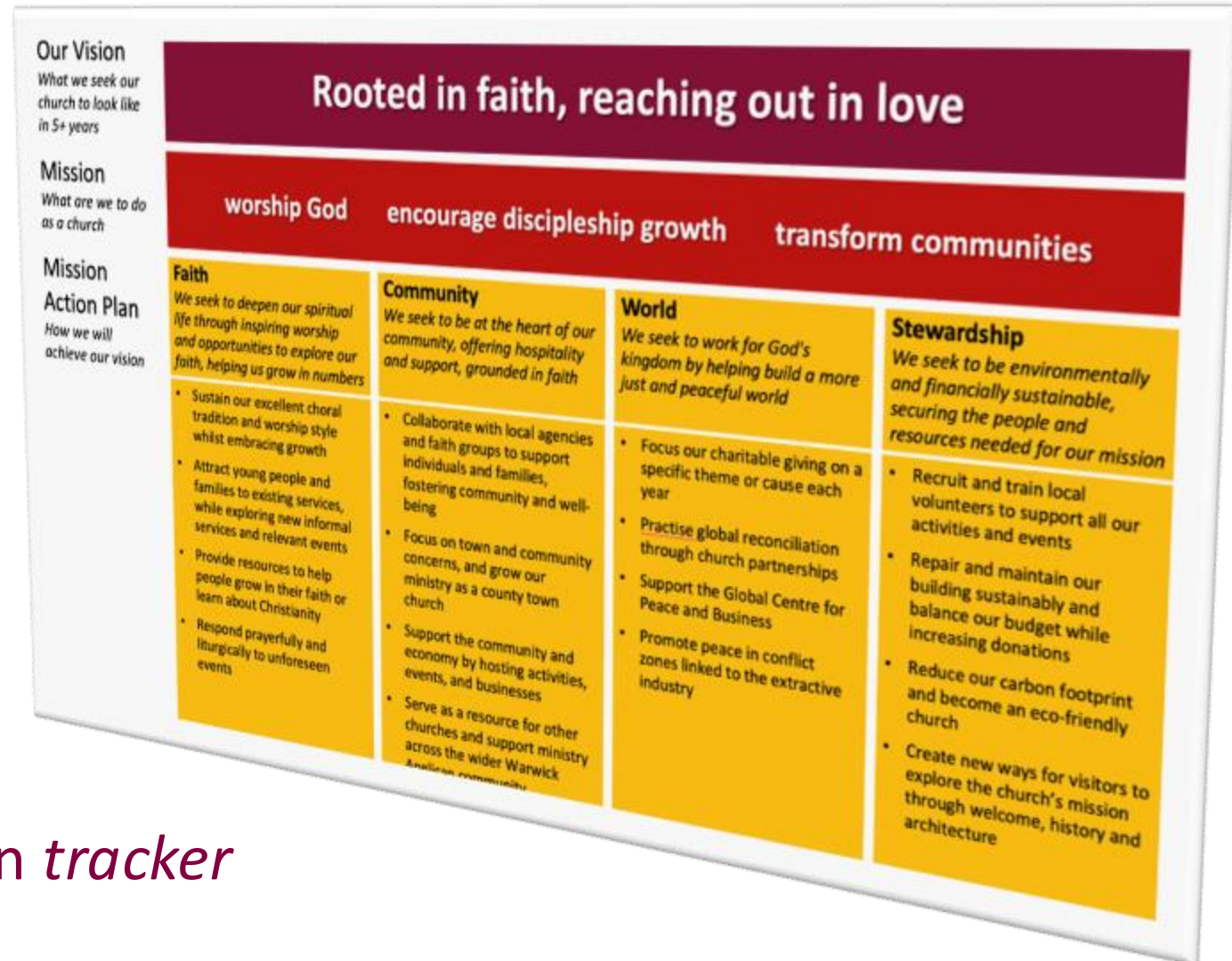
Mission

Action Plan
How we will achieve our vision

Vision2030

Mission Action Plan *tracker*

Issue 3
October 2025



Mission Action Plan: Faith

We seek to deepen our spiritual life through inspiring worship and opportunities to explore our faith, helping us grow in numbers

What	When	Who	Priority 1 - 5	Status	RAG
1. Recruit lay leadership and clergy to resource pastoral care, serving roles and prayer meetings	2025 ongoing	AA/PH	1	Canon Peter Holliday (Precentor) and Revd Robin Griffiths (curate) in role, two lay deacons in training and new servers	Green
2. Develop, resource and deploy an approach to attract children and young people into St Mary's Minster (CYPG – Children and Young Persons Group)	ongoing	SA/KR CYPG	2	Established Singing for Mums twice a week and Packmores after school homework club. Increased number of school visits "Mary's merry-go-round" children's clothes library – emerging idea	Green
3. Develop pastoral care for one another and warmly welcome newcomers after services	2025	pastoral care group	3	Julie Blake to lead development of pastoral care team (4Qtr2025), with a ministry that works in partnership with the welcome team	Green
4. Provide resources to enable Sunday School to grow in scope and numbers	short and long term plans	SA/KR	1	Number of Sunday School helpers has increased significantly and resources allocated	Green
5. Offer beginners' course (e.g. Alpha, Emmaus, Being With), Bible study groups and promote the Coventry diocese Difference course	2025	clergy & Bible study group	2	30 members signed up for Christian Formation course that started on 14 June 2025 Members of St Mary's College attended reconciliation and difference course (2Qtr2025) Online Bible study group ongoing	Green
6. Create materials to explain services and their meaning	2025	AA/PH	4	Teaching Eucharist on 4 Oct 2025. Summary posted on ACNY website, to be updated and posted on new website (launch 4Qtr2025)	Green
7. Offer daily prayers, including requests for God to equip us and help us use our gifts, so we can become the church we seek to be	ongoing	AA	1	Morning prayers 9.30am Mon – Fri Daily prayers at noon to start 1Qtr2025	Green
8. Introduce, occasionally some new hymns into the morning service and keep to time	ongoing	PH/OH	3	To be explored with the arrival of new curate (1H2026)	Green
9. Consider introduction of a Family Service or other: informal style, relevant to children and adults; set up small worship group	2025	worship group	3	To be explored with the arrival of new curate (1H2026)	Amber

RAG status: **Red** indicates significant issues or risks that threaten progress; **Amber** indicates issues identified, but manageable with corrective action; **Green** indicates everything is proceeding as planned, with no significant issues

Mission Action Plan: Community

We seek to be at the heart of our community, offering hospitality and support, grounded in faith

What	When	Who	Priority 1 - 5	Status	RAG
1. Provide practical support to those in need e.g. solos, elderly, young people, disadvantaged	ongoing	Warwick charities, church pool	3	Community minister working alongside food pantry in Packmores Estate Significant ministry through combined churches outreach of which the director (Stacey Bains) is employed by St Mary's	Green
2. Provide support for families e.g. toddler groups, after school activities	ongoing	SA + others	2	Established Singing for Mums twice a week and Packmores after school homework club. Increased number of school visits	Green
3. Develop Warwick Team ministry, with good collaboration, shared prayer ministry and joint outreach using Henry project pool money in a coordinated and imaginative way	2025	AA	1	Warwick Minster Partnership proposal approved by Team Council on 20 May; summary produced for review by PCCs and ratified (4Qtr2025)	Green
4. Support the Packmores estate with their initiative to build a new community centre	2025-2027	AA/ SA	2	Rector is a trustee, KH8ET Pool funding committed (£250k over 5 yrs) with proviso that there is a worship community linked to St Mary's	Green
5. Strengthen links with local charities, schools, institutions, Warwick Castle, Lord Leycester and Warwick Town Council	ongoing	AA	3	Warwick Castle have supported St Mary's in the development of its visitor experience. Joint meeting held in church on 28 April. Rector is chaplain to the High Sheriff St Mary's invited to WTC Vision update on 3 Oct 2025	Green
6. Develop a programme of events to use the nave as much as possible for our community ministry e.g. Warwick Words, Snowman, Art Exhibition, Christmas Tree Festival, well being groups, book clubs, chess clubs, poetry groups, youth clubs...	ongoing	SA/ HF/OH	2	Comprehensive programme of events now published monthly by KR and to be advertised on new website (4Qtr2025) Discussions ongoing with promoters to minimize 'noise' nuisance for local residents.	Amber
7. Develop commercial use of the nave e.g. art, craft, music	ongoing	KR	2	Increased number of professionally promoted concerts. Additional events, in conjunction with other local heritage organisations, being explored	Green
8. Invite schools into church for educational visits	ongoing	SA	2	Ongoing	Green
9. Develop chaplaincies to local institutions	2025	AA	3	Warwick School chaplain joined the Team Council/Warwick Minster Partnership	Green

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Mission Action Plan: World

We seek to work for God's kingdom by helping build a more just and peaceful world

What	When	Who	Priority 1 - 5	Status	RAG
1. Expand our generosity to support impactful projects beyond St. Mary's to support those in need	2025	finance committee/ stewardship	3	Projects to be identified and communicated to wider church Invitation to Ghanaian priest for placement at St Mary's – work in progress	
2. Become a grounding church for the new Global Centre for Peace and Business, supporting the Anglican church in areas of conflict through mining around the world and establish links with the Anglican churches in Ghana and Tanzania.	2025	AA	3	St Mary's now recognised as a cornerstone church for the GCPB; action plan in development Both churches to appoint associate rectors and annual peace festival coordinators (1Qtr2025) GCPB to be inaugurated in Cape Town by Archbishop of South Africa in 1Qtr2026	
3. Build a covenant with Saint John's Church Edinburgh, one of the two grounding churches for the new Global Centre for Peace and Business	2025	AA set up a reconciliation ministry team	3	Actively being progressed, monthly meetings ongoing	
4. Deliver an impactful annual festival on the theme of peace and reconciliation in God's world alternating between Warwick and Edinburgh	2026	AA	3	Steering group established, comprises 10 local people A smaller peace festival is planned in 2026; a part-time organiser has been appointed, associate rector to coordinate.	
5. Establish a chapel in St. Mary's with a bespoke votive candle stand and touch screen featuring updates on conflict areas.	2025	AA	3	Being considered along with funding opportunities for church expansion	
6. Join the community of the cross of nails, Coventry diocese	2025	AA	3	Await publication of Bishop Sophie's strategy for the Coventry Diocese	

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Mission Action Plan: Stewardship

We seek to operate sustainably, securing the people and resources needed to fulfill our mission

What	When	Who	Priority 1 - 5	Status	RAG
1. Re-order and repair the wonderful building of St Mary's, improving facilities e.g. repair roof, organ restoration, disabled access, toilets and a new St Mary's Hall on site to host community and church groups such as Sunday School c. £7 million required	short & long term plans	AA set up small building team	1	Statement of Need submitted ahead of full National Lottery Heritage Fund bid (Q4 2025)	Green
2. Increase income now by £80k, £25k from increased congregational giving, remainder from admission charges and a new approach to the Henry Pool outreach project	2025	AA/CS/finance committee	1	Lent 2025 stewardship campaign increased giving by 134% (150% including Gift Aid), this enabled the draw down of £45k pa from KH8ET.	Green
3. Recruit additional clergy, reorganise staff structure and hours, and extend church opening times	2025	AA/CG	1	Staff team restructured: appointment of COO (Clare), Ops manager (Suzie) administrator (Nancy) and caretaker (Jay) Associate rector to be advertised (4Qtr2025)	Green
4. Create succession plan and deliver training for volunteers such as servers, sides people, guides, audio/visual operators and welcome team	2025	AA/PH/CG	3	Redirect and employ staff to offer engaging welcome ministry – ongoing Volunteers to be recruited: bell ringers, Sunday service refreshments team, guides, sides people, livestreaming operators	Amber
5. Recruit volunteers from local community	ongoing	All	3	Requests for volunteers posted on social media and the Warwickshire World portal (includes titles such as Warwick Courier) - no response.	Red
6. Find space for Sunday School, office, meetings, café/social area and community events	short & long term plans	AA/architect	1	Actively being pursued.	Green
7. Charge for tours and access to heritage areas such as Beauchamp Chapel, chancel, crypt	2025	CG/AA	1	Exploratory work ongoing to determine how best to deliver. Admission charges for access to heritage areas deferred to 2026.	Amber
8. Establish a working group to promote sustainability and environmental stewardship within the church and community	2025	SA	2	Work in progress: mentioned within the Warwick Minster Partnership as a core ministry pillar for all 5 Anglican Warwick churches. Await publication of Bishop Sophie's strategy for the Coventry Diocese	Amber
9. Reimagine visitor experience for the fifty thousand people that come to St Mary's annually e.g. upgrade signage and leverage the virtual reality exhibit	2025/6	JL/ staff	3	7-page report produced on visitor experience recommendations after Warwick Castle team visit (28 Apr 2025) New laminated visitor guides available, translations into foreign languages planned. New heritage signage being rolled out (3Qtr2025) New church website to be launched (4Qtr2025)	Green

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