

We seek to make Jesus known in Westbury by being a confident, joyful & prayerful community

Philippians 1:4-6

I am constantly praying with joy in every one of my prayers for all of you, ⁵ because of your sharing in the gospel from the first day until now. ⁶ I am confident of this, that the one who began a good work among you will bring it to completion by the day of Jesus Christ.

	What	Who	How	When	Notes
<h2 style="margin: 0;">A: We are growing in our relationship with Christ</h2> <p style="text-align: center;"><i>Colossians 1 10</i> <i>so that you may lead lives worthy of the Lord, fully pleasing to him, as you bear fruit in every good work and as you grow in the knowledge of God.</i></p>					
A1	We are confident about sharing the good news of Christ with others	Ministry Team PCC LPA Congregation	Our members are confident about talking about their faith with others. Provide opportunities for members to give testimony of their faith to others. Focus on what it means to be a Christian	Ongoing	
A2	We are continuously improving their relationship with God Growing in discipleship Living this out in their daily lives	Everyone!	Courses Preaching Small groups Training on leading intercessions Bible study 'Fruitfulness on the front line'	Ongoing	

B: We are seen to be relevant by the community

Philippians 1:5

We partner with others in the community as we share with God in extending the Kingdom of God in our communities

“Creative partnerships in local mission”

	What	Who	How	When	Notes
B1	The Parish Hall is the centre of our community's life	Emerging CIO Westbury PCC	Working together to develop new ideas and fundraise to completion	This will be the result of a successful refurbishment of the Parish Hall and a greater programme of activity throughout the year.	
B2	Refurbishment of Hall	New emerging CIO leading on the refurbishment	Grant applications Community Fundraising	Completed by 2030	
B3	Friday Night Fun Club	Westbury PCC 4 Youth Volunteers	Continue to support the weekly club and look to develop more ways to work with young people.	Ongoing.	
B4	Families and children's worker	Team Vicar Supported by ministry team and congregation	Working with Team Vicar to support work with families and children. Exploring partnerships Fundraising Grant applications Making links with the community Consulting with the families	Appointment of Pioneer Team Vicar will support this aim. 2030	
B5	The church is used regularly every day	Ministry Team Churchwardens PCC	Maintain church as open every day for visitors. Use of the church building by the PCC or by 3 rd party users will grow as a consequence of more activity. Examples of current activity: <ul style="list-style-type: none"> • Tea Cake and Company • First Steps • Wednesday Communion Service 	This is ongoing. By 2030 there is an expanded programme of community activity in the church	

B6	The church is being used for musical and cultural events which generate income and support the cultural life of our community	Churchwardens, PCC DoM	Grow use of the church to be central in the cultural life of Westbury. Work with groups like <ul style="list-style-type: none"> • Westbury Festival events • Westbury Choral • Bratton Silver Band • Warminster Military Wives Choir Use the opportunity of the Organ Repair Fundraising events to hold musical events.	By 2030 All Saints' Church is regularly used as a community arts venue.	
B7	Our church is being used ecumenically. We have good relations with all Christian denominations within the community of Westbury as members of WACT	Ministry Team LLMs LPAs	Church members are encouraged to attend ecumenical services and take part in joint activity Be ready to respond to requests to share church buildings and resources across Westbury e.g. Little Lights, Lent courses Ongoing <ul style="list-style-type: none"> • Town Prayers • Songs of Praise • Evening Services attended by members of WACT • Town Carol Service • First Steps to Worship 	Ongoing	
B8	Work with partners to address the social needs of our community which has a high degree of social deprivation "Working for justice"	Ministry Team Leaders	Build relationships through the involvement of the Leadership team and members of the church in networks and organisations supporting our community such as <ul style="list-style-type: none"> • Crosspoint, • Westbury Area Network (support Food Bank with collection point) • Little Lights • Friday Night Fun Club 	Ongoing	
B9	We have grown our community links and groups	Ministry Team Churchwardens, PCC	As we increase our partnership working with organisations in Westbury and beyond Be open to joint working	This will be the outcome of increased partnership working	

	in the community enthusiastically approach the church for collaboration and partnering together to support our community	Church members	Be open to space for non-religious activity		
B1 0	There are a wide range of events for all ages and stages	Tea, Cake and Company – volunteers Tree Festival – Committee Children’s Events – volunteer group Experience Events - Team School Visits – Clergy and lay team Westbury Festival – Committee Music Events – Team (needs recruiting)	Form an events/fundraising committee Building up the team/s	Committee formed in 2026 to look at how to increase the range and number of events for	

C: We will promote care for creation & consider the environmental impact of all our events and activities.

The fifth mark of mission invites us to strive to safeguard the integrity of creation and sustain and renew the life of the earth.

“Championing climate justice”

	What	Who	How	When	Notes
C1	A nature area which can be used by the community.	Eco Church group	Maintain the wildflower area established in the churchyard, working with Westbury Town Council	Ongoing	
C2	We will take into consideration the environmental impact of all our events and activities	PCC	All areas of discussion and any resulting decisions should include consideration of the environmental impact and ensure that issues such as waste is considered when planning events. Consider how the church can extend consideration of the Church’s impact on the environment in its purchases.	2026	
C3	We will promote care for creation with church members and those who we come into contact with	Ministry Team Churchwardens PCC	We promote messages about care for the environment and help our congregation to reduce, reuse and recycle. We will hold services and events that highlight care for the environment such as <ul style="list-style-type: none"> • Creation Sunday, • Rogationtide • Harvest Sunday Encourage recycling in the church	Ongoing	

D: Our churches are welcoming to all

Luke 15

We welcome all who come among us as the Father welcomed the lost son).

We want to build a kingdom community which is prayerful and encouraging of all, building one another up in the way of Christ.

	What	Who	How	When	Notes
D1	The church space has been re-ordered to give more flexibility-	Ministry Team Churchwardens with PCC Disability and Inclusion Group	<p>Consultation with church members, DAC and other statutory bodies to develop a plan that will enable flexible space for services and events but maintain the heritage values of the building as Grade I listed.</p> <p>Fundraising for any works agreed</p> <p>Managing the works and any disruption to regular church life</p> <p>Consultation and reports will be generated from the Disability and Inclusion Group with suggestions for action points to be put forward through reports to the PCC.</p> <p>A disability audit will be worked through for the churches.</p>	<p>This is a long term plan over the next 5 – 10 years</p> <p>– 2030 - 35</p>	
D2	Families who often lead our worship	<p>Ministry Team Team Vicar & Churchwardens with PCC LPAs Volunteers to support work with young people Youth worker Disability and Inclusion Group</p>	<ul style="list-style-type: none"> • Work with schools, youth workers and other relevant partners to encourage young people into our church and provide them with the opportunity to develop their own worship. • Regular contact with schools through collective worship & experience sessions. • The Disability and Inclusion Group will support the involvement of young people and others who may have barriers to access in encouraging and enabling them to be able to take on roles within church life. • We are starting from zero with no Sunday school or youth programme currently. 	Ongoing	

			<ul style="list-style-type: none"> • We do involve young people through the music group. • Encourage intergenerational worship • Uniformed organisations joining services • New Team Vicar role provides additional opportunities to develop this area • New head teacher at Westbury Junior Schools provides additional opportunity. 		
D3	We have a varied pattern of worship	Ministry Team Churchwardens Organist, Choir LPAs church members	<ul style="list-style-type: none"> • Experiment with different times and types of worship including Taizé / Celtic • Develop & train key people/ music group to help them to lead worship and make the services more sustainable • The Disability and Inclusion Group will explore inclusive worship options. • Music is selected to ensure that there is a variety of types of music throughout the year. • The Disability and Inclusion Group will continue to explore and raise awareness around the inclusivity of our music, hymns and worship. • Consider survey of Westbury residents to see what kind of worship they might like to see and at what time. • Drop something to take something up? • Consider developing Lay Worship Leaders to lead new types of worship 	Start review in 2026	
D4	Long-standing church members know that they are also valued and do not feel left behind	Ministry team, Churchwardens, LPAs, Disability and Inclusion Group	<p>Asking, listening and responding to the comments of older church goers. Maintain core programme of services that meet their needs.</p> <p>Ensuring that services and events are accessible and inclusive to all and to all needs.</p>	Ongoing	

D5	We have a thriving musical life with a variety of music styles	Ministry Team Churchwardens, PCC Director of Music Choir	<ul style="list-style-type: none"> • We develop a network of musicians who can support our worship in a range of styles. • We provide a variety of musical styles to suit the style of worship including a balance between traditional and modern hymns. • Identify school to work with and develop plans with new Director of Music – may require additional funds. • We continue to be aware of using inclusive language in hymns and music. • We strive to remove barriers for participation to all those who may wish to use their musical skills, regardless of disability. 	2027	
D6	We provide services, events and support for families. We are seen as a church for all ages and stages	Ministry Team, Churchwardens, LPAs, PCC Readers Intercessors Those on the coffee rota Flower Arrangers Musicians, Disability and Inclusion Group	<ul style="list-style-type: none"> • This will be the outcome of a lively, relevant programme of services and events throughout the year • Survey to young families • Research as to what the wider community wants • A survey in the White Horse news • Develop programme of activity that meets the needs of families and young people by listening to them and trying out activity • Ensuring access, inclusion and participation for those with disabilities and diverse needs. • Consider reviewing and repeating survey of 2023. 	Carry out review in 2026 and plan for 2027	
D7	Our church is always warm (eco church considerations) and welcoming	Churchwardens, LPAs, PCC, Sidespeople,	We have a strong welcoming team which includes hospitality when we can. We are a non-judgemental congregation who welcome all and any into our midst.	Ongoing	

		Disability and Inclusion Group	Make it easy to provide contact details to keep in touch. Ensuring that those with disabilities and diverse needs are welcomed and included through access arrangements and removal of any barriers to participation.		
D8	Our churches are accessible to all	Ministry Team, PCC, Churchwardens congregation members, Disability and Inclusion Group	Awareness raising through training and teaching, sermons, recommendations from the Disability and Inclusion Group etc. We aim to embed access and inclusion into all we do and into the culture of the church. Undertake an Accessibility Audit	2026	

E: Westbury Parish is sustainable and efficient (well resourced)

We are the body of Christ

1 Corinthians 12

Every member is encouraged to discern and use their gifts for the whole.

2 Corinthians 8

Each person is encouraged to be good stewards of their gifts, time and resources.

“Financing the future sustainably”

	What	Who	How	When	Notes
E1	We have more admin support, freeing others up to do other things – High	Ministry Team Administrator, Churchwardens, PCC	We identify areas of parish life that need support and consider the most efficient way that these tasks can be completed. Look at ways of continuing to fund current interim PA post.	2026 explore possible funding options	
E2	We are successful at raising funds through giving, grants, fund raising events, legacies etc- High	Churchwardens, PCC, Rector Diocesan Giving Adviser	Members of the church given space to research and apply for grants for both discrete projects such as repair and conservation and for core work such as a youth worker	Ongoing	

			<p>Train up members of the congregation to build a team of fundraisers</p> <p>Promote the fundraising group and encourage new members to the Christmas Tree Festival group.</p>		
E3	<p>Our church members are encouraged to use their gifts as appropriate and contribute generously to church life</p> <p>We are working to our strengths</p>	<p>Ministry Team Churchwardens PCC</p>	<p>Valuing the resources of the church and using them wisely. We develop a culture of generous giving through sermons and discussions providing a theological underpinning to sharing our God given resources generously. We encourage church members to use their talents for the benefit of the work of the church such as crafting, baking, skills and experience. Sharing stories/testimonies slots in services</p> <p>Promote Annual Gift Day</p> <p>Introduce Parish Giving Scheme Time and talents conversations We encourage people in our congregation to use their gifts</p> <p>We use our buildings effectively</p>	<p>2026 and each year</p>	
E4	<p>Services are well attended, and our numbers are growing We have new members</p>	<p>Ministry Team Churchwardens, PCC</p>	<p>This will develop as a result of our activity plan. Make new visitors welcome and help them feel part of our church family</p>	<p>This is the fruit of our labour by 2030</p>	
E5	<p>There is great communication between the churches, the Team, the clergy</p>	<p>Ministry Team Churchwardens, congregation</p>	<p>Communications are in format suitable for their audience – internal and external</p> <p>Consider the needs of disabled better.</p>	<p>Review in 2026</p>	

	and the congregations- High		<p>Sufficient resources needed for updating of social media to ensure that new people looking for information about the church and its activities can be found easily</p> <p>Constructive dialogue between church leadership and congregation to ensure the tools used are working</p> <p>Ask congregation? Survey of what people what and need and what sources they use currently? Provide information for newcomers to help them feel more at home</p>		
E6	Our church groups are thriving and well attended creating a strong social network and supporting the work of the church	PCC Ministry Team	<p>We work collaboratively</p> <p>We nurture each other</p> <p>We don't do too much too soon Continue to develop:</p> <ul style="list-style-type: none"> • Mothers' Union • Tea Cake & Company • Little Lights • First Steps • Choir <p>Look at new groups:</p> <ul style="list-style-type: none"> • House Group • Bible Group 	2027	
E7	Our successes are shared and celebrated - High	Ministry Churchwardens, PCC	<p>Successes are celebrated with formal letters of appreciation, thanks in newsletters and at services</p> <p>We inform the community of Westbury through social media and the local press of what we are doing and share that success.</p>	Ongoing	

			<p>Need to identify resources and responsible people to ensure this is done</p> <p>Training may be required</p> <p>A communication group would be useful to ensure coordination. WHT Communications group helps to keep everyone informed.</p>		
E8	We are prayerful as we come together and work together on making decisions - High	Ministry Team Churchwardens PCC	<p>We pray together regularly</p> <p>We pray at all our meetings and take time out if we are struggling to discern the right path</p> <p>We listen to each other and for the voice of God in our words</p>	Ongoing	
E9	<p>Encouraging, supporting and challenging our members to become involved in our community using their gifts and build future leaders</p> <p>“Courageous Christian Leadership”</p>	Ministry Team Churchwarden PCC	<p>Preaching Information / leaflets Identifying possible church leaders by getting to know people better and understanding what they have to offer</p> <ul style="list-style-type: none"> • Consider recruiting & training more people for intercessions on Sundays • Consider recruiting Lay Worship Leader for the Parish • Consider recruiting & training Lay Pastoral Assistants & Licensed Lay Ministers. 	2028	