

All Saints Church

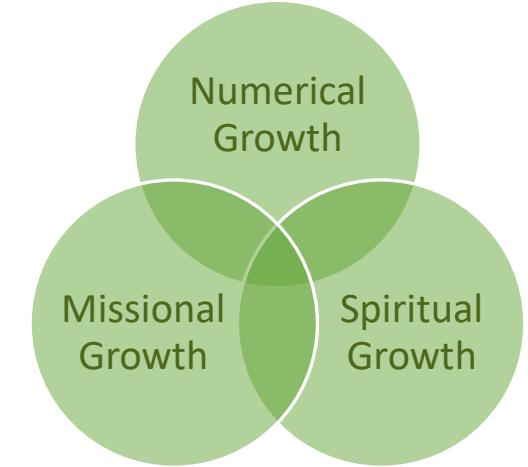
MISSION ACTION PLAN 2025-2027

Living Gods Love Prayer

**Living God, draw us deeper into your love;
Jesus our Lord, send us to care and serve;
Holy Spirit, make us heralds of good news.
Stir us, strengthen us, teach and inspire us to live your love
with generosity and joy, imagination and courage;
for the sake of your world and in the name of Jesus,
Amen**

Mission (Our Purpose)

To Live God's Love so that God's kingdom might grow in our world



Proposed Vision (Our Desired Future state)

We aspire and pray that we will be.....

- ❖ A welcoming, inclusive and flourishing church where everyone of any age or background is welcome to come in to find fellowship, love and acceptance and feels inspired to discover God
- ❖ A place where we can question and explore our faith and grow our relationship with God
- ❖ Regarded throughout the Parish by young and old as an integral part of the community; whose mission extends beyond the confines of our Church walls through the service of others.

Our Values

Welcome & hospitality

Care for others

Outward looking being supportive and responsive to crisis locally and in the wider world

Firm in faith, with solid traditional values but open to new ideas and different acts of worship

Good stewards working hard and committed to providing inclusive fellowship, the upkeep of our Church buildings and Churchyard

Environmental Conclusion – External (PESTLE)

Political

- Active Parish Council building community feel and events e.g. VE80
- Electoral boundary not aligned to parish boundary so that people are not sure where they belong

Economic

- Growing parish population at 3.4% per annum, 400 new homes have been proposed within the Parish
- Over half are of the parish are of working age with an above national average percentage of U19's and a below national average percentage of over 60's
- The cost of living has increased with Bedford foodbank seeing a 42% increase in need vs 2022.

Social

- Growing breadth of diversity within the Parish year on year, including ethnicity, first languages, religious beliefs and no faith, sexual orientation and marital status
- 42% of the Parish identifies as being a Christian (approx. 686 people)
- Reduction in the number of clubs and meeting places within the Parish, the main meeting place for families is at the School Gate
- Older members of the community describe feeling lonely and isolated
- There is a difference in access to amenities and public transport between the older and newer areas of the Parish
- Church of England Data suggests people are turning back to faith

Technological

- Greater number of workers working from home with online entertainment and shopping as a default for the majority
- Increased time on screens across all age groups
- Increased utilisation of technology in support of disability
- Digital copies are being used to reduce the requirement for paper on environmental grounds
- Quality of internet available in rural area's including Renhold, remains a challenge

Legal

- Heightened legislation within the church in relation to safeguarding
- Greater focus on data privacy accountabilities through legislation like GDPR
- Disability provision is a requirement not an option

Environmental

- Parish Council Neighbourhood plan highlights desire from residents to preserve our natural environment and dark skies
- The Church of England General Synod passed a motion calling on all parts of the Church of England to reduce emissions year on year aiming for a Net Zero target by 2030 latest

Environmental Conclusion - Internal

- Visitors feedback that they find us a very welcoming Church when they attend services
- Attendance across services and events does not reflect the demographic of the Parish
- There is strong follow up and invitational services for bereaved families but no invitational provision or regular follow up for Baptism and Wedding families
- Messy Church engages a number of regular families each month
- The majority of services and daily offices are broadcast on Facebook LIVE and the online congregation is growing; we are active at advertising across social media
- A range of services take place and this has attracted different cohorts, especially around Christmas time
- A number of Church groups have been established providing fellowship to primarily older members of the community, eg, Crafty Club, Coffee & Cake, Pop Up Café, Handbells. There are no youth groups beyond Messy Church.
- The Chapter House is being used increasingly by village organisations as well as Church groups and as a place to display things like the Neighbourhood Plan, however its décor is dated and not attractive to young people
- ASR is a welcoming church united in its Christian beliefs
- There are strong inclusivity statements and beliefs
- The PCC are optimistic in their approaches and plans
- There are a range of service types but this can fragment the congregation, especially on a second Sunday when there is a relaxed family service in the morning and BCP evensong in the evening. There is not therefore a consistent common tone to identify this Church from another
- There is a strong will to improve sustainability and conservation with recycling and a wild area in the Churchyard, however we still rely on paper for many leaflets and orders of services
- The church has a lay-reader in training and an associate priest
- A number of Church elders who have served the Church faithfully for many years have passed away in the last 12 months
- Many tasks fall to a regular small group of people and more volunteers are needed to sustain Messy Church, Pop Up Café, etc.
- The Church is paying its Parish Share in full and fund raising for key projects
- Total of regular planned giving and collections in services have declined Yr on Yr, the number of Parishioners that are giving digitally has increased. A number of significant donations have been received in support of Church maintenance and projects
- Disability access has improved but doesn't allow for unsupervised access to church
- The Cost-of-Living increases have increased Church running costs and the volume of donations to the food bank has diminished
- There is no established internet to the Church, relying on phone internet capability which is weak
- There is a hearing loop however the AV provision within the Church is very limited and doesn't allow for truly audible recorded music when a musician is not available or the projection of materials to minimise use of paper
- We are praying for growth regularly and ensure all PCC meetings include LYCIG follow up and the MAP
- No established Pathway to identify seekers and develop their faith towards confirmation, the Church does not have any regular faith groups, bible study, Lent lunches, etc.
- The Church has created a strong bond with the village primary school running the Alban Way program amongst others, however there is no relationship with the Secondary School, Mark Rutherford. Regular visits are made to the Care Home.
- A Church Yard and a Fabric group has been established to oversee plans and drive projects relating to the Churchyard and church fabric with significant progress in key areas
- The electoral boundary does not mirror the Parish boundary and new houses are regularly mailed by neighbouring Churches and Schools leading to confusion about where worshippers "belong"
- A Pastoral Care Team has been established but is still in the process of establishing its processes for follow up cards and lay visits
- There is minimal cross over between activities like Messy Church and Children participating in Services

SWOT

Strengths

Welcoming and inclusive Church.
Breadth of fellowship groups for older adults.
Willingness to try new things.
Lay reader in training and assistant priest.
Disabled access (assisted).
Online congregation.
Follow up of bereaved families.
Well cared for tranquil medieval Church building open daily.
Churchyard and fabric care and planning.
for major projects. Fund raising
Regular organists.

Weaknesses

Listening for new seekers and bringing them to faith.
Follow up on wedding couples and baptism families.
Attendees across Church activities do not reflect the Parish demographic.
There are limited opportunities for working age parishioners and U19's to find fellowship or faith.
There are limited volunteers to undertake more projects.
There is limited internet and AV provision.
Disabled access (unassisted).
Chapter House setting is not appealing to young parishioners.

Opportunities

Growing Parish population at 3.4% per annum with 42% identifying as having Christian beliefs (Approx 686 people).
To provide a hub and welcome environment for U19's.
To understand and provide for working age Christian parishioners and with it increase more volunteers of all ages.
Energy sources within the Church to improve our sustainability.
Funding available for accessibility and environmental projects.

Threats

Attendance across Church services and activities does not reflect the Parish demographic.
The Chapter House décor is not inviting for younger people when running activities.
Neighbouring Churches and schools increase the confusion about where Parishioners in Norse Road "belong".
Weak internet provision disrupts online faith experience.
Need to master GDPR as an opportunity rather than an inconvenience.
No plan or strategy to actively decrease our carbon footprint by 2030.

Key issues

- ❖ Non assisted Disabled access prevents a barrier to true inclusivity
- ❖ Attracting U19's and Working Age adults to fellowship and faith with the right events and environment
- ❖ Missed opportunities to maintain relationships with Baptism and Wedding families
- ❖ No pathway or process to identify and “convert” seekers or develop believers
- ❖ Limited volunteers to do more
- ❖ Mastering technology provision and legislation
- ❖ No strategy or true plan to harness the enthusiasm and secure funding to improve our environmental footprint

Key focus Areas



Making new disciples
(Numerical Growth)



Going deeper into God
(Spiritual Growth)



Transforming Communities
(Missional Growth)

Making New Disciples

Objective:

Increase the number of individuals coming to Church by 20%, the diversity of individuals coming to church (to include age, ethnicity and disability) and inspire 50% of them to come to faith (Yr on Yr)

Action	Owner	When	Measure	Resource Required	Status
<i>Clear specific outcome orientated action</i>	<i>Leader</i>	<i>Date or quarter</i>	<i>How will we know we are having an impact?</i>	<i>People, funding, training</i>	<i>R/A/G</i>
Youth: Continued growth of Messy Church	Caroline				
Youth: Establish DONUT CLUB for 11-13 yrs	Sarah / Rev Lynda				
Youth: Establish Junior Choir (link to family service)	Rev Lynda				
Youth/Families: develop family service format	Rev Lynda				
Youth: Run Alban Way initiative in Renhold School	Rev Jennie C	Spring/Summer 2026			
Pastoral follow up Baptisms / Weddings/funerals / sick e.g. Wedding Anniversary card, bereavement follow up	Pastoral Team				
Pastoral Visiting of sick, lonely.	Rev Lynda				
Accessible church building / Audible Church	Alan B				
Welcoming Churchyard for the bereaved and volunteers	Sarah T				

Making New Disciples

Paused due to vacancy

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<i>Clear specific outcome orientated action</i>	<i>Leader</i>	<i>Date or quarter</i>	<i>How will we know we are having an impact?</i>	<i>People, funding, training</i>	<i>R/A/G</i>
Variety of worship types/times	PAUSE				
Accessible liturgy & music	PAUSE				
Invite a friend Invite to key/occasional services "Invitational Church – 1 per week"	PAUSE				
Online services with increased interaction	PAUSE				
Welcome parties for those new to parish	PAUSE				

Going Deeper Into God

Objective:

To provide a developmental journey for 5 new enquirers and 10 establish believers that want to develop their faith by Easter 2026

Action	Owner	When	Measure	Resource Required	Status
<i>Clear specific outcome orientated action</i>	Leader	Date or quarter	<i>How will we know we are having an impact?</i>	<i>People, funding, training</i>	R/A/G
Maintain Church Opening times – (locking/unlocking rota)	Sarah				
Introduce Bible Study, Alpha &/or Lent Course	Rev Lynda	Alpha in January			
Encouraging individual participation in services	Sarah/Alan		No. volunteers on Master Rota		
Book library for seekers	PAUSE				
Shared leadership of services, etc.	PAUSE				
A pathway for young people to find God (including confirmation)	Rev Lynda & Sarah		Number of Children Confirmed per annum	Confirmation dates from deanery or date at Renhold	

Transforming Communities

Measures etc. tbc by owner

Objective:

To be considered by the Parish to be a caring Community Hub that serves all parts of our Community

To achieve a minimum bronze Eco Church Award by December 2026

Action	Owner	When	Measure	Resource Required	Status
<i>Clear specific outcome orientated action</i>	Leader	<i>Date or quarter</i>	<i>How will we know we are having an impact?</i>	<i>People, funding, training</i>	R/A/G
Caring for our environment by establishing the Wild flower garden	Sarah				
Increase Sustainability and net zero footprint including heating and recycling	Alan				
Continue community groups – PUC, Coffee & Cake, Fellowship Group, Craft Club	Alan/Sarah				
Create caring narrative in communication/adverts, incl. Warm Hub	Alan/Sarah				
Improve CH facilities to be more inclusive, welcoming and relatable to a wider demographic	Alan				
Continue Foodbank / Baby bank	Judy Wootton				
Pastoral Team reaching out to those in need / Care Home, etc	Rev Lynda / Caroline				

APPENDIX

Appendix 1

Population Statistics¹

Covering a Geographical area of 8.86 km², the Parish of All Saints', Renhold has a population of 3434, having grown by nearly 1000 in the last 10 years and 3.4% annually.

National Census Data 2021		2001	2011	2021
Population		1447	2451	3434

Over half of the population is of working age and the parish has a higher than national average of under 19 years (28% Vs National 22.5%), in contrast we have a lower than national average population aged over 60 years (18% Vs National 24%)

Age (Years)	0-9 yrs	10-19	20-29	30-39	40-49	50-59	60-69	70-79	80+
Population	484	496	320	509	548	483	270	232	113
%	14%	14%	9%	15%	16%	14%	8%	7%	3%

Just under half (48%) have identified their faith as being Christian.

Religion	Christian	Muslim	Hindu	Sikh	Buddhist	Jewish	Other Religion	No Religion
Population	1667	135	63	36	15	3	12	1322

Approximately 20% of the parish identifies as a non-white ethnic group.

Ethnicity	White	Asian	Black	Arab	Mixed / Multiple	Other Ethnic Group
Population	2741	267	186	11	188	45

Nearly 17% of our Parish were not born in the UK.

Country of Birth	UK	EU	Europe (other)	Middle East & Asia	Africa	Other Country
Population	2975	164	13	118	124	40

Electoral Roll 2025²

Total roll: 56, a reduction of 14 on the figure for last year.

- Resident in Parish: 36 (Approx 1% of the Parish population and 2% of the Christian parish population)
- Non-Resident : 20

All Saints Church, Renhold Registers 2024³

Baptisms	7	Funerals in Church	10
Confirmations	0	Funeral Services at the Crematorium	2
Weddings	3	Body Burial in the Churchyard	5
Away Banns	3	Burial of Ashes in the Churchyard	6

Financial Status³

2024 Treasurer's report highlighted increased running costs but that we had received some generous donations for ongoing Church maintenance and projects.

The church has online regular giving programs and online payment systems for donations.

The Church has paid its Parish Share in full.

PCC1 – An in year overspend of £1473.24

PCC2 - An in year underspend of £35976.19

Appendix 2 – Feedback from in person MAP meeting

Environmental Analysis Exercise – what do we need to consider?

- Lost many Church elders
- ??400 houses / EWR
- Higher needs / SEND community
- Greater WFH / virtual experiences / active virtual community
- Environmental focus / sustainability / net zero
- Increased cost of living
- Bedford foodbank has seen a 42% increase in demand in 2024 Vs 2022
- Electoral boundary doesn't mirror Parish Boundary
- Fewer village clubs
- Active parish council encouraging community experiences
- Greater diversity in terms of ethnicity, religious belief, disability and marital status and sexual orientation (English as second language)
- 80% come to faith before 18 yrs old
- Teenage want food, faith, fun
- Loneliness increasing as "Clubs" and places to meet decline, bus routes limited
- Main meeting place for families is school gate
- Time on screens

Good news !	Better Ifs
Online Congregation / Social media	Links / relationship with neighbouring Churches
Messy Church	No Faith groups e.g. Alpha, Lent lunch, Bible Study
Alban Way / School relationship	Children involved in services e.g. prayer/reading
Pop Up Café / Fellowship group / Coffee & Cake group	All age/family service format still experimental / Maximus Mouse lost momentum
Handbells	Variety of services splits congregation
Out reach	Shared workload – Limited rota; Difficulty onboarding helpers
Follow up for bereaved e.g. Remembered with love	Links to Mark Rutherford School weak
Pew / News sheet	Invite a friend service
Crafty Club	Wifi enabled Church / More usable Chapter House / Disability Access
Churchyard Plan, care & volunteers (church yard rules; garden of remembrance, wildlife area)	Collective worship with School parents
Food & Baby bank	LYCIG: More invitational events mapped to our Galilee
Worship types	LYCIG: keep connected following Christmas, Baptism wedding etc / make most of key days e.g. Valentines day to increase relatability
Finances incl. Floor project	LYCIG: Listening church for opportunity for discipleship – ID seekers
LYCIG – driving mission v maintenance	LYCIG: 2-3 times a year evangelise
Invitational events (but need more & to involve)	LYCIG: Pray for you card, missed you, life events, thank you, wedding anniversary, etc.
Welcome church	LYCIG: Simplicity / service accessibility (incl language and number books), music review, service times. creative bible readings
Praying for growth	LYCIG: Welcoming church – warm, congregation participation, information for newbies
LYCIG: Pastoral care team established	LYCIG: Establishing a pathway for seekers > disciples
PCC agenda item on LYCIG/MAP/youth	
Stewardship – improved online giving, significant family donations	<ul style="list-style-type: none"> • Involvement in church life & services • Private study • Taking on ministry e.g. reading/ intercessions • Confirmation
Safeguarding	
CH use by community / conference facilities	Leaders for key growth area's e.g. Youth, seekers pathway, ...
Improved relationship with care homes relationship / crematorium	LYCIG: Open day / what's behind the door video/ what do we do?
Partnership with Parish organisations	