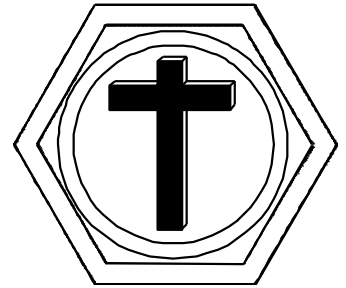


St Luke's Church, Lodge Moor

Blackbrook Road, Lodge Moor, Sheffield S10 4LQ

Registered Charity No. 1136795



Vision and Strategy

1. Introduction

This document presents the vision and strategy for ministry and worship at St. Luke's Church, an Anglican Parish Church and a Local Ecumenical Partnership between Anglican, Methodist, Baptist and United Reformed Church denominations, and sponsored by Churches Together in South Yorkshire. As the church is expecting to move into an interregnum from the end of April 2011, the document looks forward only for a period of 12 -15 months from this date until the appointment of the next Vicar/Minister, after which it will be reviewed and revised with the newly appointed Vicar/Minister.

2. Purpose of the Document

The purpose of this document is:

- 2.1. *To provide background information for input to the Parish Profile, required as part of the process for seeking a new vicar*
- 2.2. *To provide the basis of the annual report to the Charities Commission*
- 2.3. *To provide the basis for the ongoing life of the church and its monitoring by the Trustees*

3. Structure of Document

The document is presented in six sections, covering the overall purpose and vision, followed by a vision for each of the five main areas of ministry and worship in the church. These are:

*Overall Purpose and Vision for the Church
Worship, Teaching and Prayer
Pastoral Care and Support
Youth and Children's Ministry
Mission, Outreach and Social
Management, Administration and Property*

In each area of ministry and/or worship, the overall vision of the church is expanded, and a strategy presented for the achievement of the vision. Each section contains an introduction, a statement of the current position, a vision for the future and the approach to realising the vision.

The sections are not presented in any particular order of priority.

4. Overall Purpose and Vision for the Church

4.1. Purpose of the Charity

St. Luke's Church, Lodge Moor is an Anglican Parish Church and a Local Ecumenical Partnership between Anglican, Methodist, Baptist and United Reformed Church denominations, and sponsored by Churches Together in South Yorkshire. It is also an independent charity, with the following purpose stated in its constitution:

The purpose of the Charity is to advance the Christian faith in the Area of Benefit in accordance with the principles and practices of the Participating Churches.

In achieving its purpose, the Charity will engage in a range of activities, either on its own or with others, including (but not restricted to):

- a) the celebration of public worship;*
- b) the teaching of the Christian faith;*
- c) mission and evangelism;*
- d) pastoral work, including visiting the sick and the bereaved;*
- e) the provision of facilities with a Christian ethos for the local community, including (but not restricted to) the elderly, the young and other groups with special needs; and*
- f) the support of other charities in the UK and overseas*

4.2. Overall Vision for the Work of the Church

To grow a Christ-like, prayerful and loving Christian community in Lodge Moor participating fully in: welcoming, caring for and serving the local community; sharing Jesus with the people; seeking to make disciples, and also to contribute actively to the transformation of our wider society and God's world.

5. Worship, Prayer and Teaching

5.1. Introduction

5.1.1. These ministries normally form the core ministry of an incumbent, and it is recognised that a new vicar/minister will have his/her own emphases. This paper presents the current situation in the church.

5.2. Current Position

5.2.1. Worship

5.2.1.1. We seek to encourage one another by meeting together to worship God. The Morning Worship services are based around the usual elements of singing, confession, intercession, statements of belief, Bible reading, and a Bible-based sermon. Singing is led by the organ, the choir and the music group, so providing wide variety in the types of music used. The monthly morning communion services alternate between the wording of the four denominations, and use either the common cup or separate small cups depending on the tradition of the particular denomination. There are three family communion services a year at which children receive communion if their parents wish them to do so. On one Sunday a month Morning Worship is largely planned by the music group, and there is no choir or organ. On that same Sunday there is a late morning Anglican communion based on the Book of Common Prayer. Most early morning communion services use the Anglican Common Worship Communion. There is a monthly evening communion service, which again alternates between the different denominations in the LEP. A monthly said communion service is held in the Chapel on Thursday mornings. A monthly evening café style service also seeks to attract younger worshippers.

5.2.1.2. The church encourages both infant baptism and adult baptism, and can accommodate full immersion baptism in its baptistery.

5.2.1.3. A number of other services address specific needs, and often attract members of the wider community. These include four parade services a year which are attended by the uniformed organisations, and are held at Harvest, Remembrance, a pre-Christmas Toy Service and Mothering Sunday. Other services include a Memorial Service, Advent Carols, Carol Service, Christmas Day services, Ash Wednesday, Holy Week services and meditations, and Ascension Day.

5.2.1.4. The music group leads celebration evenings from time to time.

5.2.1.5. Drama and flags are sometimes included in worship, and at times prophetic words are received.

5.2.2. Prayer

5.2.2.1. Every Wednesday evening, there is an open prayer meeting in the chapel to pray for the sick and needy. Members of the prayer ministry team are available at the end of morning services to pray with those who request it. Occasionally people are invited to come forward for prayer during the services. A half-hour of general prayer for the church and beyond is held on Tuesday mornings. Weekly half-hours of prayer for the interregnum and new appointment are held on alternate Thursdays and Saturdays. Once a month, there is an open prayer meeting to support youth and children's work. A number of people meet in prayer triplets. Occasionally there is a week of guided prayer led by Inspir Sheffield.

5.2.3. Teaching

5.2.3.1. Sermon themes do not usually follow a formal lectionary and themes during the interregnum are chosen at occasional meetings of the preachers and service leaders. The preaching themes and readings are displayed on the main notice-board. Apart from sermons, most of the teaching takes place in home groups to which about half of the church members belong. These usually meet fortnightly for fellowship, teaching and prayer. Study materials (mostly Bible studies) are chosen by each group independently and the leading of sessions is often shared amongst the group. A monthly Teaching Bible Study has been added to the monthly reflective Bible studies. St. Luke's has run many Alpha courses over the years as well as other Christian basics courses and has offered a short Bible overview series. In the absence of an incumbent, the Rev. Bill Craft prepares parents for the baptism of their child with basic Christian teaching; those who are baptised as believers also receive preparation.

5.2.3.2. A second 'Growing Leaders' course was run in 2010-2011 to extend the number of people able to take on leadership roles in the church.

- 5.2.3.3. Our proximity to several large churches gives members the opportunity to attend a variety of teaching events, and some people go to longer conferences further away.

5.3. Vision for the future

- 5.3.1. To grow a Christ-like and prayerful church family in Lodge Moor, worshipping in a variety of styles; seeking to make disciples and to serve the local community in our acts of worship.

5.4. Approach to Realising the Vision

5.4.1. *Worship*

- 5.4.1.1. To continue to give Bible-based teaching a high priority, by rooting preaching in scripture and providing opportunities for Bible Study and discussion
- 5.4.1.2. To continue with services that include the traditions and practices of the four denominations, while exploring how to do so in different ways
- 5.4.1.3. To continue to explore ways of developing services that match the needs of both the younger and older generations, and to explore alternative styles of worship, particularly encouraging the active involvement of youth and younger adults
- 5.4.1.4. We may need to think again about the July Family Communion as many families have already gone on holiday and this time of year does not provide an easy focus, compared with Christmas and Easter.
- 5.4.1.5. To create further opportunities for more charismatic styles of worship whilst at the same time continuing to provide for the needs of those preferring a more traditional approach
- 5.4.1.6. To appoint a new vicar/minister who will give priority to encouraging prayer and to a greater openness to the gifts of the Spirit
- 5.4.1.7. To develop further the services which attract attendance by the wider community
- 5.4.1.8. To continue to develop the café style of worship, or other alternatives, that attract more young people to worship

5.4.2. *Prayer*

- 5.4.2.1. To continue to offer prayer for healing, both at a weekly prayer meeting, and after worship services
- 5.4.2.2. To explore how to grow the prayer ministry
- 5.4.2.3. To continue to be mission-minded in prayer, for the local community and beyond
- 5.4.2.4. To keep communicating the prayer needs of the church and the community
- 5.4.2.5. To keep offering opportunities for and encouraging church members to support times of corporate prayer and waiting on God, as well as encouraging people to be in a prayer triplet
- 5.4.2.6. To continue with regular prayer support for the appointment of a new vicar/minister

5.4.3. *Teaching*

- 5.4.3.1. To consider how to continue to offer Christian basics and nurture courses as well as occasional teaching on a variety of subjects of interest and value to church members
- 5.4.3.2. To continue with central Bible study and reflection on the Bible
- 5.4.3.3. To consider how to include more teaching about the gifts of the Spirit, to be more open to signs and wonders and to share more of what God is doing around the world in people's lives
- 5.4.3.4. To provide guidance on resources for home group leaders
- 5.4.3.5. To continue to grow and develop leaders, and to encourage younger adults to become involved in teaching Christian basics.

6. Pastoral Care and Support

6.1. Introduction

6.1.1. As a Church we aim through pastoral care to actively express God's love to both Church members and the wider community. We are concerned about people's physical, psychological, emotional and spiritual welfare. We seek to help nurture, sustain, reconcile and restore so that people will be drawn to God. Where appropriate we offer to either pray for or with people. We do not want them to become dependent on ourselves but on God.

6.2. Current Position

6.2.1. In addition to the Vicar/Minister there are a team of nominated pastoral workers, a team of pastoral visitors and many members of the congregation involved in pastoral work. Pastoral support is also given by the leaders and members of the Church groups that meet both on Church premises and in homes in the area.

6.2.2. The pastoral workers work as a team but have different responsibilities which often overlap. They support each other where they can and try to co-ordinate their visiting in order to use their time to maximum effect. The areas they cover include mums, babies and toddlers, children and youth, Hallam School, the elderly, the bereaved, those who are unwell and those experiencing difficulties and family problems. When we recognise that professional help may be needed we try to provide information about where to obtain that help. Home Communion is taken to those who can no longer attend Church services.

6.2.3. Lack of knowledge of individual situations, insufficient manpower and lack of time prevent us giving all the help and support needed by an ageing congregation.

6.3. Vision for the Future

6.3.1. To be a loving community that accepts, enables, receives and includes others and seeks to bear one another's burdens.

6.3.2. To maintain a warm welcome to people attending worship services and Church groups to encourage them to become part of the Church family.

6.3.3. To facilitate people in getting to know other Church members while maintaining sensitivity to their needs and the pace at which they want to become involved.

6.3.4. To continue caring through acceptance, befriending and encouraging as well as taking time to listen and develop relationships while maintaining confidentiality.

6.4. Approach to Realising the Vision

6.4.1. To expand the role and involvement of all Church members in pastoral ministry.

6.4.2. To offer continuing support and training for those currently involved and those who wish to join this ministry.

6.4.3. To identify whether there are specific needs that are not being met and try to assess how we can respond to them.

6.4.4. To encourage the whole Church to support this work through prayer.

6.4.5. To encourage the rest of the Church to bring information about pastoral needs confidentially to the attention of the minister or a member of the pastoral team.

6.4.6. To continue to provide pastoral care through the interregnum and then to develop this ministry with the new incumbent as appropriate.

7. Youth and Children's Ministry

7.1. Introduction

7.1.1. This report concerns the youth work and children's work at St Luke's Church that for the last 6 months or so has been undertaken by a team of volunteers. The Youth Worker started in January 2011 so this report will, to some extent, reflect his limited experience here at St Luke's.

7.2. Current Position

7.2.1. Sundays

7.2.1.1. There are currently four groups that run on Sunday mornings, *Little Stars*, *Shooting Stars*, *Xplode* and *Fusion*. These groups have been coordinated and run by a committed team of volunteers using resources from Scripture Union. The attendance at these groups is determined by parents' attendance at church (with the exception of *Fusion* and maybe *Xplode* as some members of these groups might be allowed to attend by themselves) but currently stands at an average of 3 for *Fusion*, 5 for *Xplode*, 6 for *Shooting Stars* and 5 for *Little Stars*.

7.2.1.2. *Reality* is an event that runs once a month and is aimed at young people and the young at heart. With a regular attendance of approximately 30, *Reality* seems to be going well. With a combination of café style layout, doughnuts, cookies & sweets, up-tempo worship & a short talk *Reality* does have contemporary feel to it that I'm sure appeals to people who find a 'traditional' church service off putting.

7.2.2. Midweek

7.2.2.1. There are two midweek groups for children and young people at St Luke's, *Fuse* on Thursday nights and *Creation* on Friday nights.

7.2.2.2. *Fuse* is coordinated by a dedicated and enthusiastic team of volunteers. Aimed at young people in Year 7 and above, attendance appears to average approximately 4-6. The group has a relaxed and informal feel to it and meets for 1.5 hours. The first half an hour is a social time where people talk and refreshments are available. During the last hour or so there is a time of discussion, Bible study, worship or prayer.

7.2.2.3. Meeting on Friday nights and aimed at children aged 5 to 11, *Creation* is a very popular group. With lots of traditional games (pool, table tennis & air hockey), craft activities, the latest video games and consoles as well as a well-stocked tuck-shop there is a lot for the children to be kept busy with. Attendance is high with anywhere between 30-60 children regularly attending. This group again has support from a good team of volunteers.

7.3. Vision for the Future

7.3.1. Sundays

7.3.1.1. To see the number of young people attending the Sunday morning groups grow, but as mentioned earlier, attendance is to some degree dictated by parents' attendance at church. It would also be good to see the children & young people growing in their faith, but in many ways this is hard to measure. A good way to encourage a maturing faith is to provide opportunities for young people not only to learn about God (Academic learning) but to also experience God for themselves (Experiential learning).

7.3.1.2. *Reality* appears to be going well at the moment, although it would be good to see a higher number of young people in regular attendance. It would also be good to get the young people involved in the organisation and running of *Reality* (for example helping lead the service or play in the worship band) alongside some of the adult leaders.

7.3.2. Midweek

7.3.2.1. Like *Reality*, *Fuse* seems to be going well at the moment, with good leadership. One of the ways to invest more in the young people who attend would be through 1-2-1 mentoring. There are good resources available to help develop a mentoring scheme, one of which is called TaG (Training and Growth) Mentoring which has been used previously by the Youth Worker.

7.3.2.2. The possibility of splitting *Creation* into two groups should be explored, one group for the 5-8 year olds and another group for the 9-11 year olds. The current leaders think a split might be appropriate as the boys at the older end of the spectrum are quite a lot bigger than the boys and girls at the younger end. A group of 30+ children also makes it difficult to build personal relationships with individuals.

7.3.3. Residential

7.3.3.1. To help provide opportunities for children and young people to experience God for themselves, taking them out of their usual environment can be helpful. Weekends Away and trips to other youth events and festivals such as Soul Survivor can be significant steps in a young person's faith journey and a great way to provide them with an experience of God. A great way to see young people mature in their faith is to take them away as a group. Spending time together away from everyday distractions like homework, Facebook, chores etc. can allow God's presence to really impact a young person's life. The Youth Worker has personal experience of events like

Soul Survivor and has seen young people meet with Jesus at Youth Weekends over the last few years. Little compares with a residential for providing young people with opportunities to meet God for themselves.

7.3.4. Detached Youth Project

7.3.4.1. Another piece of work to be considered is a detached youth work project at Spider Park or other locations where local young people congregate. The intent would be to reach out to young people in this community who have no links with St. Luke's. An event has previously been run called *Unity* that attracted large numbers of young people (some might say too many young people). There is a need for something to do or somewhere to go for local young people, particularly on a Friday night.

7.3.5. Prayer

7.3.5.1. Whilst many people regularly pray for the children and young people, a more formal gathering is needed where anyone with a heart for children and young people can come along and share and pray with each other. An extra dimension is added to work with young people when supported by prayer by church members.

7.4. Approach to Realising the Vision

7.4.1. Sundays

7.4.1.1. In order for more families to attend church on a regular basis, and therefore hopefully more children and young people, there are 3 ways to do this:

7.4.1.1.1. Family Friendliness – whilst we are currently recognised as a 'Child Friendly Church' by the Diocese, there are always improvements to be made. There are certain criteria to be met in order to be awarded the Child Friendly Church award and therefore it might be worth revisiting these criteria to see where improvements can be made.

7.4.1.1.2. Good quality provision for children & young people – it's still early days for the Youth Worker at St Luke's, but the Program for children & young people on Sunday morning is very good and doesn't need any input as yet.

7.4.1.1.3. Promotion – a church that is genuinely 'child friendly' with good Youth & Children's work will be attractive to families looking for a church to attend. Maybe there is more we can do as a church to raise the profile of the youth work & children's work at St Luke's e.g. through a revamped website, changes to our notice boards and/or literature or by regular updates both written and verbal to the wider church family about the status of the youth & children's work.

7.4.1.2. A great job has been done in running *Reality* in the absence of a Youth Worker. However, there is an opportunity to include some of the young people in the planning process. In terms of attracting new young people, it makes sense to find out from the current young people what works and what doesn't at *Reality* and use their suggestions to hopefully widen the appeal of *Reality* whilst not losing its committed regulars.

7.4.2. Midweek

7.4.2.1. In terms of mentoring, this could be started informally by meeting with one or two of them at first and if that goes well discussing with the other whether Mentoring is something they'd be interested in. Having done it informally with some of their peers, they might feel more inclined to give it a try with a more formal structure.

7.4.2.2. The Youth Worker should speak with the *Creation* leaders over the coming weeks about the idea of splitting the group into two. The main issues will be having enough leaders to run two groups and enough children attending both to make it viable. There is also an issue of timing and venue, where will it be held and when. Could it be held at the same time, but in another room? Should it run at a later time in the same room? These are questions to be answered in consultation with the other leaders.

7.4.3. Residential

7.4.3.1. The opportunity should be explored to take a group of young people from St Luke's on a residential during 2011 (possibly Soul Survivor or a weekend away) with a view to them attending the Parish Weekend away in Spring 2012 and potentially Soul Survivor (or similar) in Summer 2012.

7.4.4. Detached Youth Project

7.4.4.1. Whilst remaining open to running an event at St Luke's (or other premises if appropriate) familiarisation is needed with the Lodge Moor community, particularly the local young people. Out of a well organised and well managed detached project in this community, where relationships can be built, we can better meet the needs of the local young people in a carefully structured, controlled and purposeful way.

7.4.5. Prayer

7.4.5.1. A monthly prayer meeting will be launched for the children's and youth work at St Luke's and in the Lodge Moor community.

8. Mission, Outreach and Social.

8.1. Introduction.

8.1.1. Mission, outreach and social embraces activities which reflect an outward looking mindset, as well as being community focused.

8.2. Current Position.

8.2.1. Overseas:

8.2.1.1. Following a rethink of mission giving, three organisations are now being supported, Nigel and Joan Bull with CMS in Pakistan, Naomi Opiyo with Cord of Hope in Kenya, and Stepping Stones Ministries in West Bengal. However Naomi Opiyo has now completed her work in Kenya, and no longer needs support. A replacement organisation is currently being considered.

8.2.1.2. A significant number of people are hands on supporters of this ministry. Others support mission work privately. The church family also generously supports "one off" collections.

8.2.2. Local Community:

8.2.2.1. Activities include an element of both outreach and social time, for example those which invite young mothers to attend events with their babies/children, and also those which invite men from the church to informal gatherings for coffee during the day, or to a local pub during the evening, but which, in both cases are also open to anyone in the area. A full list, explaining all activities, can be found in the Annual Church Report, 2011. St. Luke's News (a monthly magazine), together with the church's website, provide channels of communication about the church.

8.2.3. Wider Community:

8.2.3.1. St. Luke's, together with other churches in Sheffield, supports a Soup Wagon project, supplying refreshments, clothing and bedding to socially disadvantaged people, from a base in the city centre. In addition church members provide practical support to The Genesis Project, a community shop on the Manor Estate; Scoop, providing toys for women's refuges and single parent families; Galeed House, a meeting place for Moslems and Christians; and a local hospital baby appeal, providing baby items for mothers in serious need.

8.3. Vision for the future

8.3.1. To raise awareness of the church's mission, outreach and social activities, and their ongoing needs, with a view to offering clear opportunities for every member of the church family to actively engage with mission, outreach and social activities.

8.4. Approaches to Realising the Vision

8.4.1. Overseas:

8.4.1.1. Continue to support organisations and individuals working overseas, by developing deeper relationships between them and church members, encouraging direct involvement with projects, at whatever level they can manage, both in the short and longer term. For some this may include opportunities to visit and help with projects. For others active engagement will include financial giving, regular prayer, correspondence, attending and supporting events focused on an organisation. Explore how increased involvement, and commitment, could enhance the financial support the church provides.

8.4.2. Local Community:

8.4.2.1. Encourage active involvement by church members, including regular prayer, as well as supporting activities either as an attendee or participating in the provision of the service or activity.

8.4.3. Wider Community:

8.4.3.1. Support the ongoing need to both care about and care for the city's socially disadvantaged people and, encourage and support church members to participate.

9. Management, Administration and Property

9.1. This document concerns the role of the churchwardens and the administration, clerical, support teams and volunteers who together strive to ensure the smooth and efficient running of the church and its business.

9.2. Current Position

9.2.1. The church employs a part time Administrator who mainly supports the work of the Church Treasurer.

The job also includes some general day to day business and support to the Vicar, though this latter aspect is minimal given the present incumbent's administrative competence and computer skills.

9.2.2. The church employs a part time Secretary, whose main role is to produce the church notice sheet, all the paperwork needed for the various church services, including Baptism certificates, and papers for Trustee and Church Meetings.

9.2.3. The Hon. Secretary to the Trustees mainly organises and sets the agenda for, and records the minutes of meetings of the Standing Committee, the Trustees and Church Meetings.

9.2.4. The church employs two part-time cleaners, plus a relief cleaner

9.2.5. The Property Steward and Property Committee, occasionally aided by volunteers, oversee and take care of our heavily used premises keeping them safe and secure, attractive and welcoming to worshippers, visitors, users and hirers.

9.2.6. A Bookings Secretary oversees the use and hiring out of the premises by both regular and occasional users.

9.2.7. A Safeguarding Officer (children and vulnerable adults) oversees our compliance with relevant rules, regulations and CRB checks.

9.2.8. There are a great number of people who give of their time and talents preparing and serving on various rotas and committees, both internal and external. We are thankful to God for being blessed by a great number of people both able and willing to be involved in the day to day running of the church and its witness.

9.2.9. Churchwardens - the specific role of the churchwarden is described in the Churchwarden's Handbook (by Ian Russell) to be as follows: "The churchwarden has the dual role of representing the laity and also working closely with the minister. The churchwarden is also a Bishop's Officer and as such both responsible and accountable to the Bishop". This points to a spiritual as well as a practical role.

9.2.9.1. There are two churchwardens presently each serving a term of two years. There is also a trainee churchwarden who after a year in training generally progresses to full warden status.

9.2.9.2. The practical responsibilities are wide ranging. The business and financial side of parochial activity and especially care of the fabric and furnishings of the church are uppermost among the responsibilities. Much of the day to day work associated with these responsibilities is delegated to nominated trustees.

9.2.9.3. Other significant aspects of the churchwarden's responsibilities include:

- a) working with and supporting the vicar/minister practically and spiritually, in helping to enable the spiritual growth and development of the church;
- b) supporting the life of the church in a practical and a spiritual capacity;
- c) being available to, and representing the views of, the laity;
- d) setting up and putting away in connection with services for all four denominations, including services of Holy Communion and special services such as baptisms;
- e) overseeing and ensuring compliance with the ever increasing burden of legislation and the accountabilities arising from the independent charitable status of the church.

For a more detailed description of the multiplicity of the tasks of the churchwardens at St. Luke's there is a Churchwardens Manual

9.3. Vision for the Future

9.3.1. To consider extending the churchwarden's term of office beyond two years (subject to annual election).

Notwithstanding the training year, a two year term as full churchwarden is relatively short taking account of the skills and knowledge that have to be acquired and the obvious benefits of experience and continuity that a longer term would bring

9.3.2. To maintain an efficient and effective leadership and administration structure able to adapt to change as the Church develops and embraces opportunities and challenges.

9.3.3. To ensure continuity in key administration functions in order to underpin and further develop what has already been put in place

9.3.4. To ensure we comply with and operate within the requirements of all relevant legislation & regulations

9.3.5. To ensure our premises and facilities continue to be well and appropriately used, and where appropriate, in a cost effective way.

- 9.3.6. To ensure our premises are well maintained and kept clean, warm, welcoming and up-to-date so that they continue to be a valuable resource, supporting our outreach into the local community.
- 9.3.7. Ensure the churchwardens are kept informed of, and have appropriate input into, relevant matters enabling them to fully support the life of the church both practically and spiritually.
- 9.3.8. To ensure the churchwardens effectively support the vicar/minister in helping to enable the spiritual growth and development of the Church.
- 9.3.9. To ensure effective and relevant communication and inclusion at all levels

9.4. Approach to Realising the Vision

- 9.4.1. To extend the present two year churchwarden term to three years effective from the next ACM. This would have the effect of creating a two year, trainee churchwarden post which may be difficult to fill. In this case, the senior churchwarden retiring at the ACM could fill the position for the first year. Moving to a three year term at this time would provide continuity and stability during the interregnum and also the settling-in period of the new incumbent.
- 9.4.2. Given the size and complexity of life at St Luke's, a centralisation of procedures, processes and information accessible to those who need it would be desirable.
- 9.4.3. To periodically review our leadership, administration and support structures and processes to ensure they are as effective as possible in terms of division of responsibilities, cost, what they seek to achieve and in how we present ourselves to those outside the church
- 9.4.4. To periodically review how we use our premises and consider how that use fits with our desire to share our faith with and serve the local community
- 9.4.5. Given the very heavy use of our premises and the associated costs, to continue to encourage church members to accept some responsibility, in a practical sense, for periodic upkeep, repair and maintenance
- 9.4.6. To ensure that our vicar/minister is not overburdened with administration tasks leaving him/her free to concentrate on spiritual matters
- 9.4.7. To ensure regular meetings with the relevant personnel to facilitate the churchwardens' role in maintaining and enhancing the practical functioning and spiritual development of the church.
- 9.4.8. Communication in general is of vital importance. There should continue to be regular opportunities to meet and discuss matters in an atmosphere and setting of prayer when concerns can be shared openly and honestly.
- 9.4.9. Given the considerable responsibilities of the churchwardens, particularly as an interregnum approaches, we see great value in providing assistance to the wardens to help in particular with the maintenance and continuity of centralised procedures, processes and information. This would be a non remunerated position which could initially be taken on by a recently retired warden. This approach, whether temporary or permanent, would avoid overburdening existing administration and secretarial staff.