

## OUR ACTION PLAN

- 1) To make sure that the circuit's priorities are accessible to people. These are worship and personal spiritual development, as well as supporting and serving the local community and bringing people to an awareness that God can work miracles in their lives..
- 2) To create more opportunities for people from different churches in the circuit and different denominations to worship together to create a more affirming experience in worship.
- 3) Promote more bible study groups to help people support and encourage one another and deepen their understanding of the Christian faith.
- 4) To encourage and enable lay leadership and involvement in the running of our churches and the circuit.
  - a) To provide more information about what is involved in particular roles and offices undertaken by volunteers in churches and in the circuit.
  - b) To explore new and non-threatening ways of helping people to volunteer – e.g. Greater use of the circuit website to promote volunteering, a special volunteering newsletter, an 'opportunities for volunteering' evening.
  - c) To encourage occasional 'support and information' meetings for people carrying out similar roles around the circuit.
  - d) Circuit services to include more opportunities to recognise and support people's work.
  - e) More care to be taken at church councils to recognise and appreciate what people do instead of hastily re-electing them before they change their minds.
  - f) Helping people to feel part of the team even if they cannot play a particularly upfront or active role because of their personal circumstances. This will be achieved by sharing ideas and prayer requests via a newsletter.
  - g) To consider the make-up of the Circuit Meeting in terms of gender, age and race and to consider how we can make our meetings more interactive and interesting, perhaps through an 'activity' evening or a 'making connections' event.
  - h) To arrange an away-day for circuit leadership team members.
- 5) The circuit will carry out an audit of skills' training and development requirements to encourage people to look at how they can best contribute to the life of the churches and the circuit, and to initiate new learning opportunities where these are identified as being necessary and so long as the resources to provide them are available.
  - a) As part of the skills audit, the circuit will evaluate our 'Managers' (anyone from a house group leader to a minister or circuit steward) to establish whether they have the knowledge and skills they need.
  - b) The circuit will review progress on all indicators at the end of one year to

see how far our our training is helping to promote teamwork, to encourage church growth and to encourage the personal development of church members.

- 6) Wherever possible, the circuit will work with other training providers and other training 'consumers'. And wherever it is applicable and can be arranged, the outcome of training and development opportunities offered by the circuit will be external qualifications or certificates.
- 7) To make people more aware that they are taking part in training and development!
- 8) To encourage children and young people to share with the rest of the church what they have been doing. (Note that care must be taken not to discourage older children by these activities as they are more easily embarrassed than small children.)
- 9) To provide people with pastoral care that the circuit leadership team considers to be appropriate to their needs and achievable within the circuit's resources.

October 2003