ST AUGUSTINE'S CHURCH, SCAYNES HILL

Mission Action Plan (2026–2029)

Vision: To be a flourishing, sustainable, outward-looking church family in Scaynes Hill, deeply rooted in Christ, equipped for mission, engaging new generations, and caring for God's creation.
Mission: To Make Jesus Known
Values: Engage • Encourage • Empower

We are committed to being a welcoming, safe, inclusive and accessible church, where everyone is valued and respected. We are dedicated to advancing equality, celebrating diversity, fostering inclusion and pursuing social justice, as we worship God, grow disciples and serve our community.

Strategic Priority	Key Actions	How?	Leadership	Funding & Resources	Timeline	Success Measures
1.Children, Youth & Families	• Strengthen and grow the Youth Group. • Introduce "Big Questions" discussions. • Increase family engagement. • Maintain our partnership with St Augustine's CE Primary School. • Work towards appointing a Children, Youth & Families Worker.	-Develop volunteers by offering training. -Develop engagement strategies for families and volunteers and encourage feedback from young people. -Youth leaders to explore diocesan training.	Develop and mentor youth leaders and volunteers.	Seek grants, fundraising opportunities and sustainable funding to support youth ministry and the appointment of a Children, Youth & Families Worker.	**2026–27:** Grow youth ministry, strengthen family engagement and develop volunteer leaders. Appoint a Children, Youth & Families Worker (subject to funding) and review future growth. **2027–28:** Continue to seek funding for youth work. **2028–29:** Continue to Expand youth ministry and family engagement.	20% increase in children and youth attendance by 2029; 4 new families engaged annually; 3 volunteers undertaking additional training; school partnership renewed annually; funding secured where possible.

2. Faith, Nurture & Small Groups	• Sustain Home Groups. • Sustain Gateway sessions. • Continue Men's, Women's and Prayer Space breakfasts. • Explore the idea of Café Church and other opportunities to engage with our community • Increase opportunities for outdoor worship. • Animal Chaplaincy & Pet Bereavement Support.	Visit other churches; encourage participation in small groups; develop lay leaders;	Equip Home Group leaders and ministry teams. Encourage leaders to undertake the Leading Small Groups module in the diocesan ALM training programme.	Invest in discipleship resources, leadership development, hospitality and learning opportunities	2026–27 Strengthen current ministries. 2027–28 Review research and implement agreed actions. 2028–29 Review and expand discipleship opportunities for all ages.	Maintain at least 4 Home Groups; Gateway attendance sustained; Twice per year Breakfasts; one community initiative evaluated; Animal Chaplaincy maintained. One new outdoor worship event was established
3. Eco Church & Creation Care	• Continue working towards the Eco Church Gold Award. • Embed creation care in worship, ministry and parish life. • Promote environmental stewardship throughout church life.	Priorities identified by eco team with reference to A Rocha Eco church criteria and in discussion with ministry teams. Eco church Gold application and evidence gathered through the same process.	Embed responsibility for creation care across all PCC committees and ministry teams so that it becomes part of worship, buildings, pastoral care, mission and community engagement.	Apply for environmental grants and invest in sustainable improvements and responsible stewardship of church resources.	2026–27 Embed creation care across all ministry teams and continue progress towards A Rocha Eco Church criteria 2027–28 Achieve Eco Church Gold Award 2028–29 Embed creation care across every aspect of parish life.	Eco Church Gold achieved; each ministry team completes one creation-care initiative annually and report to PCC.

4. Serving our community and the wider world	• Maintain links with schools, village organisations and neighbouring churches. • Promote justice, compassion, racial justice, equality, diversity and inclusion (EDI). • Support environmental justice and global mission. • Develop links with Zimbabwean Anglicans UK (ZINAFE) and diverse churches; support PCC-approved mission projects • Continue supporting FSW and reconsider Link to Hope and similar initiatives.	Community events; partnerships; shared activities; annual review.	Develop mission champions who promote hospitality, inclusion, justice and outreach throughout parish life.	Allocate resources to mission and outreach, seek grant funding and build partnerships that support community engagement and global mission.	**2026–27:** Establish link with ZINAFE, strengthen local partnerships and promote inclusion across church life. **2027–28:** Expand outreach, celebrate diversity and deepen community engagement. **2028–29:** Embed racial justice, EDI, environmental justice and global mission within the culture and ministry of the parish.	At least 2 outreach events annually; active local partnerships; one shared activity with ZINAFE/diverse church annually; annual mission review.

5. Safeguarding	Protect everyone from abuse, neglect, exploitation, and mistreatment. Prevent harm to a person's health, wellbeing or development Noticing early when something isn't right Responding Appropriately when there are concerns Creating a culture of safety so people can flourish in safe, respectful relationships and environments	Ensure safeguarding policy available to everyone A named safeguarding Officer Safer recruitment for anyone working with children or vulnerable adults. Appropriate background checks - Enhanced DBS Safeguarding training for anyone working with children or vulnerable adults A culture of healthy boundaries, accountability and listening	Incumbent and PCC to continue support for Safeguarding Officer and Safeguarding Team	Close relationship with Diocesan Safeguarding Team, Thirty-One Eight	Continuous	All necessary safeguarding training / DSB checks / safer recruitment undertaken. Any safeguarding concerns treated in accordance with Diocesan and National guidelines.

6. Leadership & Financial Sustainability	• Develop future leaders. • Strengthen succession planning. • Promote generous Christian stewardship • Develop fundraising and grant strategies. • Maintain good governance and develop a wellbeing strategy. Encourage participation in diocesan leadership and ministry training and ensure all safeguarding training requirements are met.	Encourage participation in diocesan leadership, ministry and ensure all safeguarding requirements are met. Mentoring; annual reviews; planned giving; grant applications.	Equip clergy, PCC members, ministry leaders and volunteers through mentoring, training and succession planning to support the long-term mission of the parish.	Build sustainable finances through planned giving, grants, fundraising and careful stewardship of church resources.	**2026–27:** Review leadership, wellbeing, governance and stewardship; identify future leaders. **2027–28:** Increase leadership training, succession planning and grant income. Consider Supporters of St Augustine's **2028–29:** Embed sustainable leadership and financial resilience and prepare the next Mission Action Plan.	Named leader for each ministry; 2 new lay leaders trained annually; annual stewardship campaign; 2 grant applications annually where appropriate; continued annual financial review.

Review and Accountability

The PCC will review the Mission Action Plan annually, monitor progress against the measurable outcomes, celebrate achievements, and revise priorities where necessary.

Prayer

Lord Jesus Christ, help us to make you known in Scaynes Hill and beyond. Root us in your love, empower us by your Holy Spirit, and guide us as we grow in faith, serve our community and care for your world. Amen.