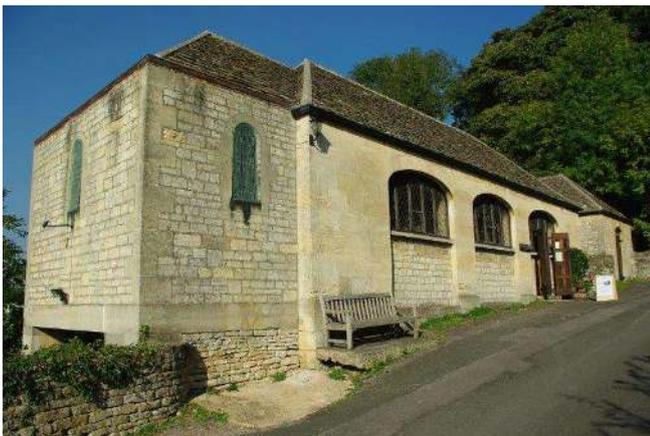


RODBOROUGH TABERNACLE



RODBOROUGH, STROUD, GLOUCESTERSHIRE

Website: www.rodboroughtab.org.uk



“Sharing God’s Love: Serving the Community”
“All are welcome”

CHURCH PROFILE

(Produced as part of a Local Mission and Ministry Review)

February 2017

Introduction

Rodborough Tabernacle (affectionately known as “the Tab”) is a local church of the URC. This Church Profile was produced at the end of 2016 as part of the Local Mission and Ministry Review.

The document begins with a brief, factual picture of the Church by way of background for the reader who may not be familiar with the Church. It then addresses questions which are central to the future of the Church. The contents of this document are as follows:

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Cream teas on Manse lawn
The Little Chapel

Church and halls
Nativity service in the church

What we are here for

Mission statement

The Tab's Mission Statement is:

Sharing God's Love: Serving the Community

All are Welcome.

We understand ourselves to be called:

- To gather as a body of Christ's people who welcome and celebrate human diversity, including spirituality, ethnicity, gender and sexual orientation.
- To create a space for worship and prayer where people of any faith or none can question and discover the sacred in life through openness, struggle, laughter and discussion.
- To a common commitment to be in solidarity with poor and marginalised people and to cherish Creation.

Mission pledges

As part of the challenge of Vision 2020 the Church has adopted four of the mission statements which members believe most closely reflect their ambitions for the Church. These are:

Spirituality and prayer

We will grow in our practice of prayer and spirituality, nurturing strength for our witness to Jesus Christ, and developing our discernment of where God is and what God is calling us to do by reading and studying the Bible and through the power of the Holy Spirit.

Identity

The United Reformed Church will be a Church where every local congregation will be able to say who they are, what they do and why they do it.

Community partnerships

We will be a Church that is more active in the life of local neighbourhoods.

Hospitality and diversity

We will be a Church committed to becoming even more welcoming and hospitable, and embracing all people equally.

The Bible is at the heart of all we do.

In Mark's gospel we read - "You shall love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength". The second is this "You shall love your neighbour as yourself" There is no other commandment greater than these (Mark12 v30-31 NRSV)

In the first letter of John we read - "Whoever does not love, does not know God, for God is love (1 John 4v8 NRSV)

The Prophet Micah asks "What does the Lord require of you?" - "to do justice, and to love kindly and to walk humbly with your God" (Micah 6:8 NRIV)

Sharing God's Love

The love of God is based in the personal experience of members and reflects his goodness to us. We respond by worshipping Him; this is central to our Church life. We have established a Worship and Spirituality group which has as its remit the development of the worship and prayer life of the Church, rather than the organisation of services.

The section on page on page 10 describes the existing patterns of worship. Future plans involve discussions about a wider variety of forms of worship, the style of music that we use. the development of our prayer life and the ways in which individuals can be helped to develop in faith.

The Worship and Spirituality group has already achieved a great deal and has further objectives that are set out in Appendix 6.

Our Pastoral group has been looking afresh at the ways in which individuals can be supported by the Church. The congregation is already mutually supportive and is fortunate that this side of life is one of the areas of strength of our minister. Although we are looking at some changes to the formal allocation of responsibilities, the pastoral ministry within the congregation largely works.

We have an aspiration to spread our pastoral net wider than the members and friends. Reference has already been made to the Church-led Community groups; our members who lead these actively bring concerns about individuals back to Elders meetings and the Pastoral team resulting in prayer and more practical help where necessary.

The Pastoral group's objectives for the future are set out in Appendix 8.

Recognising God's love to us we respond to Jesus' instruction:

"A new command I give you: Love one another.
As I have loved you, so you must love one another."

Serving the Community

The most important way in which the Tab serves the Community is through local outreach initiatives.

Before starting on outreach, we had to be able to tell our neighbours who we are, what we believe and why we want to reach out into our neighbourhood. The mission statement relating to Identity was an essential starting point. We believe that this has been largely achieved and we are looking forward to showing our love for others in practical ways that will benefit them and give them an insight into the change that Jesus can make in people's lives.

Our service to our neighbours is given quietly, without ostentation. We seek to follow the example of service set by Jesus. It is not enough for us to provide the facilities that we know; we also need to make known to the people around us that they are welcome to join us. This invitation comes without preconditions and without any expectation that we expect them to come to church services or follow a church agenda.

Our Mission and Development group has defined a series of objectives which cover our community outreach work in the form of a three-year plan and this is set out in Appendix 7.

We believe that our mission statement is fully embedded in the way the Church is organised and led and that it has the full support of members.

Social Justice

The prophet Amos wrote:

“Let Justice roll down like water, like the torrent that roars down the parched river bed when God’s rain has fallen on the hills. Let righteous flow like a spring that never stops, that even in the heat of summer brings life to the dry ground. (Amos 5v 24) from “The Book of Books – the Bible retold by Trevor Dennis.

This scripture reading forms the basis for our Social Justice work. Our Social Justice group, which is part of Church Life Mission and Development, will:

- Identify issues of local, national and global importance which are appropriate for our Church to debate and support and bring them to the attention of our Elders and the Church,
- Aim to liaise with Rodborough Parish Church and Churches Together in Stroud and, when appropriate, with other local and national agencies and other faiths groups with similar concerns.
- Raise awareness of the Joint Publication Issues Team (JPIT), an ecumenical publication, and
- Research identified issues, carry out the preparation work, and recommend appropriate action to the Elders and Church Members.

We aim to achieve this through discussing, praying, encouraging and vigorously supporting Church activities, including:

- promoting Christian Aid, including organising a Christian Aid Week event,
- promoting URC Commitment for Life,
- participating in One World Week, including organising an annual service,
- supporting the work of Council for World Mission (CWM),
- seeking representation at conferences, arranging speakers and lobbying people or organisations of influence on relevant topics such as fair taxation, justice, peace, global warming, refugees etc.
- promoting of Fair Trade,
- promoting local charities e.g. Marah, Foodbank, Street Pastors, Hospice and community activities that touch on social justice,
- working with those of other faiths and people of no faith to demonstrate our openness, respect and Christ-like love,
- planning an annual All Faith Holocaust remembrance service or event,

- gifting of money donated by the congregation through fund-raising activities, including an Emergency Fund, available to respond immediately to public disaster appeals or specific requests for assistance;
- one local and one national Special Collection each year, approved by Church Meeting, in addition to the Christian Aid (International) collection during Christian Aid Week.

The Committee also supports and liaises with those at our Church representing other selected activities, including:

- Leprosy Mission
- Christmas Shoe Box Appeal
- Stella Pre-School, Durban, S.A.
- The Ecumenical Accompaniment Programme (EAPPI),
- Domestic Violence
- League of Friends of the local Hospital
- Positive Justice Gloucestershire.



Culinary outreach



Church Choir



Members' silk painting

Where we are

Rodborough Tabernacle is a church building dating from the 18th century, but more importantly is a Church that is firmly grounded in the 21st century, with ambitions to swim against the tide of reducing churchgoing.

Our members are committed to serving the community in our local district, with the large majority contributing to the work of the Church beyond attendance at Sunday services. We are very fortunate that they have a range of gifts and talents that they are willing to use for the benefit of the Church and the advancement of our local mission objectives.

Each individual is at a different point and in his or her faith journey, and we respect different views and different theological perspectives. We welcome non-believers as well as believers and offer all a welcome and an opportunity to develop their own faith.

The following page from our web site sums up where we believe we are at present.



What we believe

We are a United Reformed Church this means that we have a broad spectrum of beliefs, holding together within our differences for the greater purpose of serving God in the world. We are not a one size fits all congregation, exploration is key.

This is a church for those with an adventurous faith that seeks and asks questions, even the big questions which challenge all of us.

It is a church for those who believe that tradition is a movement and not something that stands still or is unchangeable. We hope that every believer will find a way of expressing their faith amongst us in shared study, in worship and in discussion time.

The bible has a central place within our thinking and by the grace of God and the action of the Holy Spirit we approach scripture with excitement above certainty.

We have no hierarchy everyone has a place and can play a full part in our life. The next visitor may be the person who changes our life together by opening up new understandings of our faith and should that be so we will celebrate the new discoveries.

We believe in God and in God's purposes for Love, Justice and Peace in the world. Following the teachings of Jesus leads us to a life where, as we seek to serve our community, reconciliation is a goal. We believe in the value of every person under God, no exceptions, none.

The remainder of this document broadly follows the template for a pastorate profile issued by the West Midlands Synod. We hope that you find reading it as informative and stimulating as we found its preparation. More information about the Tab can be obtained from the contacts listed at Appendix 9.

The Setting

Rodborough Tabernacle is situated in the middle of the Parish of Rodborough and is accessed by three

narrow single track roads. Rodborough has a hillside location bounded by the Chalford and Nailsworth Valleys to the North and West and by Minchinhampton Parish to the East and South. It lies a mile from the town of Stroud.

With housing spread mainly around the side of the hill and towards the valley bottom the hilltop part of the Parish is dominated by Rodborough Common a 116 hectare biological and geological Site of Special Scientific Interest in the Cotswold Area of Natural Beauty.

The Parish has two primary schools, a community hall and four pubs but with its proximity to Stroud, most other amenities are to be found in the town.

The surrounding countryside is mainly devoted to agriculture, with the valleys providing a wide variety of light engineering industrial facilities which provide the bulk of the employment opportunities in the area. Other employment is to be found in the nearby cities of Gloucester and Cheltenham.

The communities served

The majority of Rodborough's residents live in a band of housing stretching around the side of the Cotswold escarpment and down to the valley bottom. Houses vary from Cotswold stone cottages, built originally to house workers in the valley mills, to red brick terraces closer to Stroud and new developments stretching down into the valleys built to meet society's demands for accommodation. Around the top of the hill and alongside the Common there are some developments of more prestigious housing. A small number of houses were built as local authority housing but few are left, most having been purchased by tenants.

The 2011 census shows a population of 10,650. 21.2% were aged between 0 and 17, 60.5% between 18 and 64 and 18.3% were over 65. Although not an obviously affluent area unemployment is below average. Further information is given in Appendix 1.

While giving this information about Rodborough, since this is where the Church building is situated and where most of our activities take place, we must mention that our field of influence is much wider, with a large proportion of our congregation coming from outside the Parish. The nearest URC churches are in Nailsworth (an LEP), Dursley and Gloucester.

Ecumenical Scene

There are two churches in Rodborough – one Anglican, St Mary of Magdalene, known as the Parish Church and ourselves. The Parish Church is on the tourist trail for its connection with Rev Wilbert Awdry, author of Thomas the Tank Engine.

We are endeavouring to a build stronger relationship with the Anglicans, pastorally and evangelically. To date we celebrate Pentecost together in the local community hall. We share Remembrance Sunday in the Parish Church, which is the place where the community memorial and the war graves are situated. We have provided a presence by working together at the Rodborough Community Fete and Summer Fun Day afternoons.

We are a member of Churches Together in Stroud which consists of a whole variety of churches including Anglicans, Methodists, Roman Catholics, Salvation Army, Baptists and Free Evangelicals.

Churches Together initiatives have included Street Pastors, a successful Family Fun Day in the local park, a Good Friday Walk of Witness, occasional events e.g. a talk by The Bishop of Baghdad and the African Children’s Gospel Choir. Churches Together in Stroud support Foodbank and Marah, a local Christian Charity for the Homeless.

We take an active role in the Stroud Christian Aid group, supporting and putting on events also individual members of our congregation actively campaign.



Church Christmas Fair



Monday Lunch Club



Anomaly Music Group

Who we are

The history of Rodborough Tabernacle

Rodborough Tabernacle has a valuable historical tradition dating back to the great non-conformist preacher George Whitefield in the 18th century. As a local man, Whitefield was an inspiration to many communities in Gloucestershire, and Rodborough is no exception; he was one of the founders of Methodism both in the UK and in the United States and was known as “The Great Awakener”.

There has been a church on the present site below the slopes of Rodborough Common since the middle of the 18th century. In 1739, George Whitefield preached on nearby Minchinhampton Common. A young man called Thomas Adams was in the crowd and was so moved by Whitefield's preaching that he gave the land to build the Tabernacle as an independent non-conformist place of worship in 1749.

The central part of the Tabernacle was built in 1750. This original building was extended in 1836 to form the present chapel. The seating was renewed in 1871, but the organ case, pulpit and chancel fittings were designed in 1932 by Peter Falconer, and carved by Peter Waals, the Arts & Crafts craftsman from Sapperton, near Cirencester.

The nearby Little Chapel, converted from the former coach house and stables in 1925 by Sidney Barnsley, has more impressive woodwork by Peter Waals, stained glass by Henry and Edward Payne of Amberley (see right) and pendant lights by Alfred Bucknell, all luminaries of the Arts and Crafts movement.

The roof of the Little Chapel was renovated in 2003 thanks to grants received and fundraising by the congregation. The Community Room next to the main chapel was completely refurbished in 2011.



The Congregation

As noted above, access to Rodborough Tabernacle by one of the three single carriageway lanes which have no passing places can be a challenge. However, those prepared to walk the last quarter of a mile are rewarded with spectacular views over Stroud and on to the distant River Severn and Welsh hills.

We are part of the Gloucester Area of churches in the West Midlands Synod, the nearest URC (which is not an LEP) being Dursley Tabernacle, some 10 miles away.

The congregation at Rodborough is mostly over sixty-five years of age, with long standing members some of whom were at school together and grew up together in the Church.

Although most members live within two miles of the Church, there is no public transport and most arrive by car. Parking is adequate unless there is a large gathering when special measures are taken to accommodate the extra vehicles.

Children are always welcome and each week a lesson and activity is planned in anticipation of their attendance. A flexible approach is essential as numbers can vary from one to six with the age range from two to eleven.

The choir is growing both in numbers and range of music and this greatly enhances worship each Sunday. In addition to the participation on Sundays, the choir practice each week and make a significant contribution to church life events, such as the Christmas Carol Party.

Our theology is generally on the liberal side, although there are some who tend to a more fundamental ideology. There is a tolerance of views which can enhance discussion, some of which takes place at the weekly bible study or at the Café church which is held once a month.

For details of the Congregation please see Appendix 2.

Leadership

The Church Meeting is ultimately responsible for the leadership of the Church. It meets at least quarterly after morning worship and is responsible for electing Elders.

The serving Elders meet with the Minister each month to discuss pastoral issues, practical management issues and other matters relevant to the life of the Church.

Members and adherents are each allocated an Elder from one of the nine serving Elders who are then, along with the minister, responsible for their pastoral care.

There are three Church Life groups that meet to discuss the future development of the Church. They are not executive in nature but discuss matters in detail and that are then reported back to the Elders meeting for approval, where appropriate. The three groups are made up of Elders and other members with a particular interest in that aspect of Church life; they cover Worship and Spirituality, Mission and Development and Pastoral matters.

The Elders meeting has delegated consideration of financial and property maintenance issues to a Finance and Property Committee which meets on a bi-monthly basis. The existence of this committee avoids the need for the Elders meetings to spend excessive amounts of time on management issues.

Pattern of Worship

Services are held each Sunday at 10.30 a.m. The first Sunday in each month includes Holy Communion and is usually led by our Minister. Our services are generally traditional in style including time for the children in the early part of the service. The children share their activities with the congregation at coffee after the service. On the third Sunday in each month we have a Café Church service in the hall. This involves discussion in small groups and is a more interactive style of worship.

We benefit from a large number of visiting preachers. We also have those within our own congregation who are prepared to lead worship. In particular, where a month contains five Sundays, the Eldership leads the additional Sunday's worship. The readings included in worship are read by a wide range of members of our congregation. From time to time members of the congregation lead the prayers of intercession. The Little Chapel is an ideal venue of a more reflective style of worship. It is used occasionally, for instance for the midnight service at Christmas. Use of this Chapel is something we would like to develop further, although there are some practical considerations that need to be addressed.

We have been exploring different styles of worship and are keen to continue this. Our main hymn book is 'Rejoice and Sing' but we often include hymns from other sources. The recent purchase of a screen for the hall and a trial of a screen in the Church will enable the use of much more visual material and a much wider range of music. We have set aside a budget for the development of our music. The Church currently has a choir of about 12 members who are happy to sing a variety of styles which we are

developing with our organist/keyboard player. These range from traditional anthems to modern worship songs. From time to time we are joined by the band 'Anomaly', three of whom are members here. This music group writes its own music as well as playing other modern worship songs. They are always thoroughly appreciated by our congregation, as are the occasions when the minister leads singing with a guitar accompaniment.

A small group meet for Bible Study in the manse. Another group has started the TSL Lite course.

The local primary school also use our Church for their Christmas Carol Service.

Over the last year we have set up a prayer chain. This operates via email although those not on email are contacted by phone so that they are not excluded. There is a link from our website to the prayer chain. A prayer board has been put up in our hall so that we can receive prayer requests from those who hire our premises.

The minister presides at weddings, baptisms and funerals as requested.

We have a link with our local parish Church to share worship twice a year for Remembrance Sunday and at Pentecost.

A small group, mainly Elders, meet from time to time to plan the development of Worship and Spirituality within Rodborough Tabernacle URC. The group devised a three-year plan that is being put into action.

Property and financial resources

The present church buildings date from 1750 but have been much altered and improved over the years, with a considerable extension added in 1836, including the addition of an attached manse. As well as the main church building, which seats 120 on traditional pews, there is a recently converted Church office and two halls which are used for Church activities, as well as being let out to community groups. There is also a separate building across the road from the Church which comprises the Little Chapel at street level and a Scout Hall in the undercroft. All the Church buildings are Grade II listed.

The premises are structurally sound but over time they had been allowed to deteriorate decoratively; in the last six years, they have been improved and continue to be improved as finances permit. The premises have central heating, modern kitchens, and access for disabled users but could still benefit from improvements to interior decoration, insulation, toilet facilities and internet connections. The halls are used extensively by the community.

The Little Chapel was converted from a coach house in 1925 in the Arts and Crafts style and it is recognised as an important example of the work of this movement.

Car parking, which is adequate for most purposes, is available close to the Church but can be a little difficult for special events.

The Church is able to present a broadly balanced budget in respect of normal running costs but it has been using some of its reserves to carry out backlog property improvements and to extend its mission work in the community.

Appendices 3 and 4 contain a summary of the Church Accounts for the year ended 31st December 2015.

All in all, the Church has good material resources, although its premises are a continuing drain. We have sufficient reserves to be able to press ahead with the mission initiatives we want to develop, although this is constrained by the limited physical human resources available.

Work with Young People

Sunday Mornings

We have a number of families within the Church, some who come fairly regularly, others occasionally. Young people are always welcomed and valued, they are a vital part of our Church, and are encouraged to interact in the service. On Sunday mornings we all meet together for the first ten minutes of family worship, and then the young people, known as Live Wires, leave for their own session.

We explore the love of God through bible stories, themes and projects, using discussion and a range of stimulating activities and experiences, including drama, music, crafts and games. We are beginning to explore on-line resources, stories, games and video. We involve the young people in planning their activities. We make the most of the beautiful location by going for walks on the common, or exploring the manse garden and the surrounding area. We usually re-join the congregation at the end of the service to share what we have experienced.

We have a children's area in the church with toys and games, where parents with babies and very young children are invited to sit during the service.

At Pentecost, we meet with Rodborough Parish Church at Rodborough Community Hall for a Pentecost Fun Day. This starts with an informal service, followed by coffee, then a bring and share lunch. In the afternoon we have games, treasure hunt, sports and races, and this year we had a very popular water fight, requested by the young people! We also take part in the Churches Together in Stroud Summer Fun Day.

We have a close link with the Playgroup who meet on our premises, and also with the Beavers, Cubs and Scouts. They join in our Christmas Fair, and are encouraged to come to our special occasion services.

Summer Sunday Afternoons

During the school summer holiday the Tabernacle and Rodborough Parish Church provide games and refreshments for local families at Rodborough Community Hall each Sunday afternoon between 2.00 and 5.00 pm. It's an opportunity for people in the local community to get to know us.

Open the Book

Once a week a group of volunteers from The Tab lead an 'Open the Book' assembly at Gastrells Primary School. We are part of the nation-wide Open the Book scheme which aims to familiarise primary aged children with stories from the Bible. We use the Lion Storyteller Bible to present stories in a lively and enjoyable way, using drama, mime, props and costumes. Children take part in the performance, and it is great fun for everyone.

We do not preach or evangelise, so children of all faiths, or none, can enjoy the stories for their own sake. Over the eight years that we have been doing this we have built a strong bond with the school, and they have invited us to join in some of their events including an afternoon tea prepared and served by the children. The school holds their carol service at The Tab, and this year they have asked if they can join in our Christmas Shoe Box appeal.

We are pleased that Gastrells School accepted an offer that we put to them, with assistance from the charity "Bibles for Children", to give an appropriate bible to every child in the school.

Work with others

Rodborough is mainly a community of middle class households with a high proportion of pensioners. We have identified the needs of this community to be:

- Loneliness, particularly among the elderly
- The effects of poverty
- Insufficient social care
- Health and wellbeing,
- Access (transport), and
- Spiritual (trust and faith journeys).

We are looking at ways to link with the community to meet these needs.

The main work with other groups in which the Tab is involved is:

A monthly Monday Lunch club offering a short talk/activity followed by a 2-course meal with tea and coffee for senior citizens. The opening session covers a variety of activities ranging from talks to entertainment/song. The lunch is cooked by a paid professional assisted by Tab volunteers. This is a very popular facility and is restricted by numbers with a waiting list. Approximately 30 attend and a charge is made to cover the lunch.

A Wednesday Fellowship group meets on a monthly basis between 2.30pm to 4pm and is open to all. The group has speakers on a wide variety of subjects, involving slide shows and entertainment. This meeting opens with a hymn and prayer and short business items and is followed up by the speaker. The attendance is 20-30, mostly pensioners now, but many had joined when much younger, as the Fellowship puts special emphasis on reaching out to anyone who feels that they are in need of companionship. At least half of the current membership do not attend Church services but feel very much at home at the Tabernacle.

We have started a new venture recently, Relax, Revive and Renew on a monthly basis. This involves painting, art work, reading, hand and foot massage, board games and any other activity of a relaxing or artistic nature. This is open to all with a small group attending at the moment and no charge is made.

Some of our members are actively involved in "Remembering Rodborough", a Community history group and on occasion displays are put on in the Church premises.

In addition to these Church-led activities we also have contact with predominantly not-for-profit groups who rent our facilities.

As mentioned on page on page 12, one of the problems that we have to face is that not all of our members are able to practically contribute to this outreach activity and so we are considering how we can partner with others to use our enthusiasm, property and monetary resources to help others in our community. Potential partners include our neighbours, our hirers, other churches, charities, local schools and Stroud College.

Safeguarding of Children and Adults at Risk

Rodborough Tabernacle URC takes Safeguarding very seriously. We have had a safeguarding policy in place since 2010. In 2015 we adopted the sample policy supplied by West Midlands Synod and reviewed that policy in December 2016. During the preceding year, we discussed at Elders and adopted the newly circulated Part 3 'Safeguarding Adults at Risk' of 'Good Practice 4'.

All Elders, those who work with children and those who work with adults at risk have DBS certificates that are no more than five years old. Our policy is reviewed annually. This is reported to the next Elders meeting and the Church Meeting. The policy is available for reference by all users of our premises in the rack in the side entrance vestibule. Those who hire our premises either supply us with a copy of their own similar policy or adopt our policy. The Church has two safeguarding coordinators and two Health and Safety Officers. Risk assessments are carried out for all activities on and beyond our premises. Chris Burgham (Synod Safeguarding Officer) has carried out training with us on both safeguarding and health and safety issues.

Fellowship

Fellowship amongst our members and friends is an important part of life at the Tab. Newcomers to the Church receive a warm welcome and find a place where friendships can be made and grow. Coffee is always served after the service with the vast majority of the congregation staying to chat and sometimes to share a birthday cake or to celebrate a special anniversary.

On other occasions, we meet together for a meal. The Thai evening, the Scouts' supper a Burns Night meal are particularly popular. In the summer, the Manse garden is the venue for cream teas with a few family friendly sideshows. Local people drop in to join us giving us the opportunity for some outreach. Shrove Tuesday sees us share pancake fellowship with the local parish church. As you can see, we do like our food!

Our annual Christmas fair is always a great chance for getting together. It is well attended and is a great team activity, as is the packing of shoe boxes to send to children in deprived parts of the world. Quiz evenings always prove to be popular and recently a film club has started. A visit to the local bowling alley was well attended by family groups.

A more recent innovation has been "Jamming on the Lawn", an invitation to join in with live music on the Manse lawn.

In 2015 we received a "Vision 2020" grant from the URC to produce silk paintings for our entrance vestibule. This enabled us to invite other Churches as well as our own folk to an evening presentation given by Yvonne Bell, followed by a workshop where six of our members painted the work Yvonne had drawn. This activity has grown into regular sessions where we work together to produce silk Christmas and birthday cards in a relaxed and friendly atmosphere.

What challenges does the Church face locally?

Churches nationally are in decline. Many of those that seem to be thriving are evangelical or fundamentalist. Our congregation is not that way inclined. Although our age profile is against us, there is an enormous enthusiasm to buck the trend, engage in mission, attract new members and address some of the local issues that face us.

The challenges that face us as a church are as follows:

Our buildings - They are too big for our current needs. We need to spend more than £20,000 each year to keep our Church, our chapel, our halls, the manse and the graveyard in good order. This doesn't add any new facilities! We are fortunate to be able to rent the halls out to local community groups and the income covers more than half of that cost.

Most of our members feel that this is wrong and that we should spend our money and our energies in different ways. We are looking at this again.

Our location - We are tucked away down a lane leading from the Rodborough Common into a housing estate; this is not a natural route between any two places and the result is that few people know where we are. Having said this, most members come to the Church by car and there is an argument that our problem is more one of publicity than of access.

Resourcing our ambitions - Although we are not short of financial resources, we find that it is sometimes difficult to find sufficient people to get involved with our outreach activities. By way of example, we run a Monday Lunch Club once each month and this is always fully subscribed; we believe that the demand would be there if we were to offer a second lunch each month but we would need to find more helpers.

We need to find an answer to this resourcing issue, possibly by finding volunteers from outside our Church or by partnering with other organisations.

Attracting the next generation - This is not strictly a local issue, but the demographics of the Church are not in our favour on this. At the Tab, most of the congregation is aged over 60.

During the week, however, our buildings are full of younger people – under-fives at the Playgroup, Beavers, Cubs and Scouts in our Scout Hall, young adults at a special needs dance group and range of adults at choir rehearsals.

There are many reasons for the decline in churchgoing, largely related to the demands on people's time and the preciousness of time when families can be together, and our discussions on this have led us to the view that we need to provide space and opportunity for people to meet and find spiritual fellowship, even if it is not on a Sunday morning.

We really do want to bring children back into our Church. It is disappointing when we find our efforts are not fruitful, but we will try again and again. Our moderator recently quoted St. Francis of Assisi: "Start by doing what's necessary; then do what's possible; and suddenly you are doing the impossible." We take heart from this sort of encouragement.

The Role of the Minister

As part of the preparation of this Profile, members and others close to the Church were asked what qualities they value in a minister and they listed many human qualities that make the relationship between minister and congregation successful:

- Care, compassion, and empathy,
- Openness to change and new ideas,
- Being approachable, encouraging, imaginative, broad-minded, outward-looking, collaborative and inclusive,
- Having communication and leadership skills, energy, a belief in justice in action and a good sense of humour, and
- Commitment to the local Church.

In addition to these human qualities they also listed skills that ministers develop through their vocation, training and experience. We rely on a minister to:

- Deliver the sacraments.
- Provide comfort to those who are in the time of greatest need. Although members can help each other through pastoral care, we have found that this is rarely a substitute for a minister who can authoritatively give reassurance of God's love.
- Be a teacher – in particular, we need help to develop the congregation's spirituality and biblical knowledge. This may be at a personal level or through preaching.
- Guide us – although we are generally liberal in our theology, we need to be warned if we are wandering too far from the teachings of the Bible or the expectations of the URC. Individual members often derive their plans for personal development in faith from the Minister.
- Act as a focus for our outreach efforts with the community. As members, we can work actively to develop activities, advertise, organise and deliver them, but often it is the minister who we rely on to convert someone's attendance at an outreach event into a closer, lasting relationship with the Church. The Minister is the driver of growth.

These are functions that only a minister can provide for us here in Rodborough.

The above views are those of the Elders. Independently of the development of the Church Profile, our minister, Rev Eric Massey, developed the following statement about his vision for Rodborough Tabernacle.

The Elders have considered this statement and although they do not believe that Church should be or could be "self-sufficient in ministry", they do not believe that it contains anything else that is incompatible with their own views; indeed, there are many inherent challenges to the Elders and congregation which we are happy to accept.

The Minister's Vision

"The role:

To develop the church to be self-sufficient in ministry utilising the gifts of the whole people of God. This is a ministry based on the principle "for everyone here a place at the table". Leadership is recognised as a principal need and visible leadership is key.

A church unafraid to explore the facets of ministry offered by each person. The chairing of meetings would not be essential in this gifted congregation. The gift of leadership, in worship, in prayer, in theological expertise should be celebrated.

A church that upholds, and maintains the ethical stance of Jesus in its ministry to the community. A church that adopts the role of servant in response to the recognised needs of the community. A church that breaks the gender mould and sees the ministry of men, women, young people and children too as of equal importance.

The church would seek excellence in its practices, its worship and its pastoral care. The development of disciples through fellowship and fun, bible study and worship in a variety of styles. Supporting the groups in the church as they minister, and study, sharing the journey rather than controlling the journey, is the part of my ministry which I most enjoy. Developing worship is a significant ongoing journey, and it is good to see that opinion, and practice are being put together to lead us into new opportunities.

The minister's role is a pivotal role, around which dependence is unwound and discipleship fostered. The identification of skill gaps is important and encouraging and enabling new opportunities for disciples to grow is essential. Seeking the support of the Synod to develop individuals and groups, allowing the church to be active in evangelism through every part of its life.

The church as a whole should be drawn into conversations about its future and its needs, the community needs and the ecumenical relations that are possible. Inter faith relationships should allow encounter and new understandings of Christianity in its current context.

The minister is not taking up a stand-alone ministry but a collaborative ministry where sometimes the ministers input is minimal but underpins theologically the activities of the church and the minister should not be afraid to challenge practices which exclude. The aim for an open, questioning, inclusive church, where faith grows as encounters grow is at the fore. The church will only continually evolve if its members open their minds and their hearts to journey together in faith and the minister should actively support its members in doing this.

The elders make a vital contribution and should be encouraged to lead in areas such as Pastoral Care, Worship and Spirituality, Mission and Development. Working with the minister, confidentially and practically to develop and empower individuals and groups to shape the life of the church and to hold in mind its future as a consistent consideration.

Eric Massey 2017."

What do we need?

We are generally confident in the care that we have for each other, and believe that our style of worship will evolve to meet our needs as time goes on. We are appreciative of our minister, who meets our needs at several different levels.

Our financial resources are sufficient for normal, everyday running of the Church, although we have severe reservations about the running costs of old, Grade II listed buildings and a very large graveyard; we regularly revisit the feasibility of moving to more up-to-date buildings. An in-depth discussion with Synod about the options open to us would be appreciated.

The Church's principal aspiration for the future is to reach out into the community and to grow by the addition of new members and friends; this is outlined on page 15. This is an area where we could possibly be assisted by Synod, through advice and practical assistance from the Mission Enabler.

During 2017 we will be looking at the practicalities of applying for a Mission Fund grant to assist us in the employment of a Church Related Community Worker. Our thinking has not yet progressed far enough to make this a formal proposal, but this is indicative of the importance that we place on mission and outreach.

However, the single greatest need that the Church has is for an increase in ministerial scoping. At the time of writing we have been allocated 33% of a full-time minister. In 2012 we made representation for our scoping, which was then 25%, to be increased to 50%, and we were allowed the increase up to 33%, but we are still convinced that the extra ministerial resource would make a significant difference to our ability to meet the needs of the community, while maintaining the level of cover required for worship and pastoral matters.

Final summing up

We seek to be a church that proclaims the love of God by example and encourages others to join with us. We have a responsibility as stewards of the Church to pass on the message of Christ, active in the community to future generations.

This profile has been prepared by the Elders as a body, having consulted with those members who accepted an invitation to a Vision Day on the future of the Church, and who returned questionnaires about key issues relevant to the preparation of this document. Further consultation will take place at a Church Meeting on the draft document before it is proposed for acceptance.

The Elders would like to record their gratitude to Rev. Robert Moloney and Rev. Roger Woodall for the invaluable support and encouragement that they have given us in the production of this document.

Appendices

Appendix 1 -Statistics for Rodborough

Population

Total population in 2011 10,650

Age

0 - 17 21.2%

18 - 64 60.5%

65 + 18.3%

560 of the 65 + group are living alone and 1,145 people provide unpaid care.

2.3% of residents in Rodborough were from Black and Minority Ethnic (BME) groups.

Economics

At the time of the 2011 census the employment status of people aged 18-64 in Rodborough was as follows:

Employed or self-employed 69.8% (Gloucestershire 66.1%)

Unemployed 2.7% (3.3%)

Students 2.6% (3.1%)

Economically inactive 24.9% (27.5%)

In Rodborough, the largest proportion of residents are classified as Comfortable Communities. This means they are middle-of-the-road Britain. Generally, owner occupiers of average value properties with average incomes and average levels of educational qualifications. Employment is mixed, in professional, managerial, clerical and skilled occupations

Housing

76.1% of properties in Rodborough were owner occupied (Gloucestershire 69.4%)

The average house price in Rodborough is £263,814 compared with the figure for Gloucestershire of £246,275 (Source: Rightmove).

Except where noted, the above information has been taken from the profile of Rodborough prepared by the Gloucestershire Strategic Needs Analysis Team.

Appendix 2 - Details of the Congregation

Age profile

Regular attenders

| | |
|----------------|----|
| Under 50 years | 8 |
| 50 to 70 years | 21 |
| Over 70 years | 32 |

Average attendance at Sunday morning services is approximately 40.

Geographical dispersion

Households

| | |
|-----------------------|----|
| Within 1 mile | 20 |
| Between 1 and 2 miles | 13 |
| Between 2 and 3 miles | 2 |
| Between 3 and 4 miles | 3 |
| Between 4 and 5 miles | 2 |
| Between 5 and 6 miles | 3 |
| Over 6 miles | 2 |

Appendix 3 - Financial Statements

**Rodborough Tabernacle URC
SUMMARY OF FINANCIAL STATEMENTS FOR YEAR TO 31ST DECEMBER 2015**

INCOMING RESOURCES

| | 2015 | <i>2014</i> |
|--|----------------------|----------------------|
| Incoming resources from charitable activities | | |
| Offerings | 28,910 | <i>26,390</i> |
| Hall lettings | 10,943 | <i>9,397</i> |
| Special efforts | 4,158 | <i>5,141</i> |
| Legacies and donations | 1,625 | <i>2,854</i> |
| Redemption of War Loan | 7,888 | <i>-</i> |
| Other income | 1,054 | <i>1,711</i> |
| | <u>54,578</u> | <i><u>45,493</u></i> |

OUTGOING RESOURCES

| | | |
|------------------------------|--------------------------|--------------------------|
| Charitable activities | | |
| Ministry and mission | 23,016 | <i>20,280</i> |
| Property costs | 21,849 | <i>21,252</i> |
| Administration costs | 167 | <i>794</i> |
| Communication | 1,037 | <i>785</i> |
| | <u>46,069</u> | <i><u>43,111</u></i> |
| Net incoming resources | 8,509 | <i>2,382</i> |
| Opening funds | 63,362 | <i>60,980</i> |
| Closing funds | <u>71,871</u> | <i><u>63,362</u></i> |

In addition to the expenditure shown above, amounts were raised through special collections for payments to others as follows:

| | |
|----------------------------------|---------------------|
| Children in Need | 16 |
| Christian Aid | 142 |
| Commitment for Life | 553 |
| Cotswold Care | 404 |
| Nepal Emergency appeal | 107 |
| Operation Mercy India, Rajasthan | 1,034 |
| Refugee Aid | <u>381</u> |
| Total | <u>2,637</u> |

Appendix 4 - Notes to Financial Statements
Rodborough Tabernacle URC
NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR TO 31ST DECEMBER 2015

The following information amplifies the information given in Appendix 3 in respect of the largest items of income and expenditure:

| | 2015 | <i>2014</i> |
|---|----------------------|----------------------|
| | £ | £ |
| OFFERINGS | | |
| Freewill offerings | 23,696 | <i>21,873</i> |
| Tax refunds | 5,214 | <i>4,517</i> |
| | <u>28,910</u> | <u><i>26,390</i></u> |
| MINISTRY | | |
| Ministry and mission | 17,432 | <i>16,004</i> |
| Ministerial support | 232 | <i>173</i> |
| Ministers' expenses | 1,336 | <i>1,368</i> |
| Worship costs | 839 | <i>141</i> |
| Organist, Choir and Music | 1,406 | <i>1,295</i> |
| Junior Church | 98 | <i>112</i> |
| Outreach | 186 | <i>261</i> |
| Monday Lunch Club income | (1,892) | <i>(1,749)</i> |
| Monday Lunch Club costs | 2,174 | <i>2,540</i> |
| Church life development | 914 | <i>-</i> |
| Donations made | 291 | <i>135</i> |
| | <u>23,016</u> | <u><i>20,280</i></u> |
| PREMISES | | |
| Maintenance | | |
| Church and halls maintenance | 11,941 | <i>7,775</i> |
| Little Chapel and scout hut maintenance | 140 | <i>373</i> |
| Manse maintenance | 1,318 | <i>2,000</i> |
| Less: Synod contribution | (5,132) | <i>(2,614)</i> |
| Total maintenance | <u>8,267</u> | <u><i>7,534</i></u> |
| Insurance | 2,957 | <i>3,357</i> |
| Property expenses | 2,444 | <i>3,256</i> |
| Health and safety expenditure | 420 | <i>228</i> |
| Council tax | 1,864 | <i>1,862</i> |
| Utilities | 5,897 | <i>5,015</i> |
| | <u>21,849</u> | <u><i>21,252</i></u> |

Appendix 5 - Groups and Activities

| | |
|-------------------------------|---------|
| 1. Sunday Service | Weekly |
| 2. Live Wires | Weekly |
| 3. Playgroup | Daily |
| 4. Open the Book | Weekly |
| 5. Church Choir | Weekly |
| 6. Anomaly | Weekly |
| 7. Beavers | Weekly |
| 8. Cubs | Weekly |
| 9. Scouts | Weekly |
| 10. Cappella Singers | Weekly |
| 11. Scrabble Club | Weekly |
| 12. Special Needs Dance Group | Weekly |
| 13. Monday Lunch Club | Monthly |
| 14. Wednesday Fellowship | Monthly |
| 15. Relax, Renew and Revive | Monthly |

Appendix 6 - Three-year plan 2017 - 2019– Worship and Spirituality

| Action | By whom | Likely date | Desired Outcome |
|---|--|--|---|
| <p>Prayer Life</p> <p>Start a Prayer Chain Prayer Chain started as a group email and was well appreciated but does not serve the purpose of telephone conversations with the potentially lonely. First person on the monthly rota to ring Peggy Short and Dorothy Gillings to include them.</p> <p>Prayer request board accessible to all users of our premises. Alan has made a board to match existing boards.</p> <p>Can we open our Church for Prayer?</p> <ul style="list-style-type: none"> If the weather allowed, Bible Study could take place in the Church with the Church doors open for others to come in. | <p>W & S group</p> <p>Di</p> <p>Minister</p> | <p>Ongoing</p> <p>Spring 2017</p> <p>Summer 2017</p> | <p>Continuing and growing with links to Parish Church</p> <p>Board in place. Needs title and post it notes</p> <p>Bible Study regularly held in Church in summer months. People attending</p> |
| <p>Spiritual Library</p> <p>Location Little Chapel – work needs to be done here before that is possible. In the meantime, use the side area of Church, under the gallery, where the armchairs are currently. We could use the trolley that stores hymn books. This would make it easier to relocate at a later date. Content – Eric has some books that could be made available.</p> | <p>Referred to Property and Finance</p> | <p>Budget allocated 2016 deferred until 2017</p> | <p>Library open</p> |

| Action | By whom | Likely date | Desired Outcome |
|---|--------------------------------|-----------------------------|--------------------------------------|
| Style of Worship | | | |
| Review of Worship material, particularly music in the light of the proposed new AV system. Song Pro? Media Shout? | W & S | Jan 2018 | Worship material reviewed |
| Evaluate need for large print Bibles (NIV) | Mary to investigate | Spring 2017 | Large print Bibles in use. |
| Circulate a questionnaire enquiring about worship preferences. | W & S to devise questionnaire. | 2018 | Responses received |
| Create a Worship team to create power points for AV system | W & S to find team | Summer 2017 | Team in action |
| Use Trio responses to identify those who are willing to take part in leading worship. | W & S | Autumn 2017 | More of the congregation taking part |
| Music review | | | |
| uk.search.ccli.com this site is a good source of modern Church Music. It has you tube clips of many of the songs. | W & S | Choir music Summer 2017 | New music incorporated into worship |
| Sources of music for children include: <ul style="list-style-type: none"> • Junior Praise • Kidsource – Eric has this • Singing the Faith • Out of the Ark – Used in September and December services and will be used in Holocaust Service. Ask advice from Simon Helm – he has sent us Dursley URC data base of Music. | | Other Jan 2018 | New songs sung during worship. |
| Choir to sing new songs at beginning of services and gradually include in worship. | Di | Trialled in 2016 Ongoing | New songs sung during worship. |

| Action | By whom | Likely date | Desired Outcome |
|---|---|---|--|
| Include more silence and reflection in worship. | Worship leaders | Include in services led by Elders | Included in Café Church and in Elders service in October 2016 Ongoing |
| Buy four copies of the Dramatised Bible. | Mary | Spring 2017 | Dramatised Bible used in Worship |
| Use material from 'Open the Book'. Successfully presented to Monday Lunch Club and older playgroup children. | Di and Jenny | 2019 | Open the Book material used more widely. |
| Need to review what is sent to visiting minister about our style of worship and the music/resources we have available. | Carole and Eric | Spring 2017 | Information leaflet produced |
| <p>Work with Children and Young People</p> <p>Increase the number of leaders for Livewires. Ideally five people who can lead with helpers. Need to consider the worship needs of Livewire leaders.</p> <p>New leaders would need safeguarding training.</p> <p>Introduce new scheme of work for Livewires. Spill the Beans and Pilots material could be useful. Jenny has looked at Christian Resources Exhibition website. What do other Churches use? Tabletalk and Roots.</p> | <p>Eldership</p> <p>Jenny</p> <p>Jenny and Mary to research and involve Chris Burgham</p> | <p>As soon as possible. Summer 2017</p> <p>ongoing</p> <p>ongoing</p> | <p>New leaders found, trained and DBS checked</p> <p>Training organised</p> <p>Appropriate new material identified</p> |

| Action | By whom | Likely date | Desired Outcome |
|--|--|--------------------|--|
| <p>Attract more children by introducing Messy Church once a month. This would need the support of members of the congregation other than just Livewires leaders. This would need advertising. Advertise through playgroup and uniformed organisations.</p> | <p>Jenny and Mary F Communication group Link people</p> | <p>Summer 2017</p> | <p>Messy church in place with personnel to run it.</p> |
| <p>Links with our User Groups Can we offer any service to our hall users? Link people for each group proposed at Elders. May need revision after election of new Elders. Monday Lunch Club – Peter Wednesday Fellowship – Mary Special Needs Dance – Jenny Guides – Glenis Scouts, Cubs, Beavers – Eric Playgroup – Gill Scrabble – Brian Tuesday Bible Study and Communion – Mary Stroud Music and Drama, Almost Legal – Clive Spaniel in the Works – Eric Cappella Singers – Carole Anomaly – John Choir – John</p> | <p>Link people and user group meeting</p> | <p>Spring 2017</p> | <p>Responses from user groups received</p> |

| Action | By whom | Likely date | Desired Outcome |
|--|---|-------------|--|
| Other ideas | | | |
| Look at modern lifestyles. Are we offering worship at a time when people are elsewhere engaged? | Questionnaire | Summer 2018 | Questionnaires analysed |
| Develop the Little Chapel so that it is used more regularly. | Use for summer services, June, July, August and September | Summer 2017 | Little Chapel used in the summer |
| Open Little Chapel on Summer Sunday afternoons 2pm to 4pm | Maureen has agreed to champion Little Chapel | Summer 2017 | Little Chapel used in the summer |
| Talking about faith and sharing Good News. Opportunities arise naturally at Monday Lunch Club. | Members of the congregation involved in that group | Ongoing | Involvement in Church outside Sunday worship |
| Church is more than an hour on Sunday – summer Evening Programme. | W & S | Ongoing | Session attended and more planned |
| Review of timing of Bible study. | Eric | Spring 2017 | Successfully implemented. |
| Lent courses. TLSlite as an Ecumenical venture. Five sessions starting Wed 8 March &.30pm to 9.00pm in upper hall or office. Gill to ask Peter to invite other Churches through Churches together in Stroud. | Eric. Churches together in Stroud. | Lent 2017 | Course in place. |

| Action | By whom | Likely date | Desired Outcome |
|---|--------------------------|--|-----------------------------|
| Relax, Renew and Revive. Review day to allow those involved with Open the Book to attend. | Liz Shankland | Last Tuesday of each month. | Growing attendance |
| Tabletalk. Trial with Livewires and Café Church | Jenny and Carole | Spring 2017 | Tabletalk trialled |
| Develop a social club. | Gill, Clive, Jenny, Alan | Winter 2017/18 | Club running. |
| Should we try to hold worship at Gastrell's School? Consider a morning off site. | Elders | Summer 2017 | Worship held off site. |
| Could we offer a simplified version of Open the Book to Playgroup? | Open the Book groups. | Consider for Autumn/Winter 2017 for Harvest and Christmas. | Open the Book for playgroup |

Appendix 7 - Three-year plan 2016 - 2018 – Mission and Development

| Action | By whom | Likely date | Desired outcome |
|---|---|-------------|--|
| A. Understanding our community and its needs | | | |
| 1. a) Carry out a mapping exercise to identify what the local needs are and which groups work to satisfy those needs. In particular, the exercise should aim to identify needs that are not currently satisfied. b) Carry out a survey of the local community to assess the degree of awareness of the Tab. | Glenis, plus AN Other to be nominated | Year 1 | Needs map |
| | To be allocated | Year 2 | Analysed survey results |
| 2. Discuss the activities of Hall hirers and identify any future needs and suggestions for improvements of the facilities provided by the Tab. | Contact Elders | Year 1 | Users' needs summary |
| B. Telling people about the Tab | | | |
| 1. Develop a Welcome brochure for people visiting the Tab for the first time. | Glenis / Gill Gyde | Year 1 | Welcome brochure |
| 2. Establish a regular cycle of leaflet distribution to the local community. This can involve physical delivery or the use of e-mail. Consider eventual change to or addition of a local Newsletter | Clive / Peter F | Year 1 | Distribution programme |
| | M&D | Year 2 | Elders agenda item |
| 3. RTN and Weekly News – Review the presentation of both in the context of the Church's decisions on branding. Review the method of distribution. Carry out a survey of members about the possible improvements to the content of each publication. | Glenis / Gill G | Year 2 | Minutes of M&D meeting Survey analysis |
| | Gill G | | |
| | Clive | | |

| Action | By whom | Likely date | Desired outcome |
|--|----------------------------------|-------------|---|
| 4. Continue the development of the web site to include members only and Elders only areas as well as extension of content. | Clive / Jenny / Glenis John S | Year 1 | Members only area |
| 5. Research the use of social media in the context of URC guidance, a risk analysis and our ability to keep the content up-to-date and to respond quickly to contacts from outside. Identify volunteers to create and service a Facebook page. | To be allocated | Year 2 | Active Facebook page |
| 6. Develop the Little Chapel, including Friends of the Little Chapel and linkage to Arts and Crafts interest groups. | Juliana / John C? Kay? | Year 2 | Active Friends of Little Chapel group |
| 7. Contact with local media (Commoner, SNJ, Radio Gloucester, Stroud Life). | To be allocated | Year 2 | Regular media coverage |
| 8. Signage | Eric / Clive | Year 1 | Signs in place at North Door and by Little Chapel |
| C. Improving Outreach activities | | | |
| 1. Discuss the current scope and aspirations of the Church groups that run for Community benefit (Monday Lunch Club, Wednesday Fellowship, Relax Renew and Revive) and identify any extensions or further resources that are required, including external support. <i>This might include inter-generational projects on matters such as use of technology.</i> | Eric / Barbara Dorothy / Liz | Year 1 | Plan for development of community activities |
| 2. Explore providing activities for children and young people that will attract them to the Church | Live Wires team | Year 2 | See Worship and Spirituality plan |

| Action | By whom | Likely date | Desired outcome |
|---|-----------------|-------------|--|
| D. Preparing the Tab for the future | | | |
| 1. Create a quiet room in Little Chapel foyer | Clive / John C | Year 1 | Renovated room |
| 2. Create a Church Office in the Horder Room | Clive / Dave | Year 1 | Functional office |
| 3. Future use of the Manse | Elders | Year 1 | Minutes of Elders' discussion |
| 4. How will things change when the Masseys move away? | Elders | Year 1 | Elders taking responsibility for worship, pastoral and mission activities. |
| E. Making use of our skills | | | |
| 1. Make use of the TRIO review of Gifts and Talents and keep it up to date. | Peter F | All years | Updated TRIO Gifts and Talents summary |
| 2. Provide training and resources for our members who are undertaking tasks on behalf of the Church. | To be allocated | Year 2 | Training history |
| F. Financial projections to support plan | | | |
| | Clive | Year 1 | Annual budget incorporating three-year plan objectives |

Appendix 8 – Three-year plan 2017 -2019 – Pastoral

| | | By whom | Likely date | Desired outcome |
|----------|---|-----------------|----------------------|-----------------|
| A | Develop a Pastoral team | | | |
| | 1. Create and develop a pastoral team that acts on a weekly rota to ensure that distribution of flowers and cards happens | Mary Evans | Year 1 | |
| B | Culture of Invitation | | | |
| | 1 Hospitality Awareness Time – to develop confidence in “invitational skills” e.g communication, listening, empathy etc. | Mary Evans | Year 1 | |
| | 2. Maintaining and developing links with our own Church groups and with our user groups 2a. Create opportunities to work closer with The Parish Church in community, pastoral and social activities. | Glenis ? | Year 1 Year 2 | |
| | 3 Create a men’s fellowship e.g. night out, social activities. | Bruce A ? | Year 1 | |
| C | Card Ministry | | | |
| | 1 Design and produce card/s that is specific to the “TAB” that need to be suitable for illness, bereavement, life’s unforeseen challenges and life celebration | Gill Gyde | Year 1 | |

| | | By whom | Likely date | Desired outcome |
|----------|---|-----------------------|-------------|-----------------|
| | 2 Seasonal Cards – to develop a ministry of sending cards to non-regular attendees – link with Church life group convenors | Mary Evans | Year 1 | |
| D | Prayer Ministry | | | |
| | 1. Continue and maintain a current prayer focus – link into card ministry. | Diana Davis | Year 1 | |
| | 2. Create a prayer group (time/frequency to be decided) | Diana ? | Year 2 | |
| F | Flower ministry | | | |
| | 1. Establish into Church life for members/friends to nominate people from their neighbourhood to be recipients of flowers for both good and bad news. | Gill Gyde | Year 1 | |
| | 2 Create a dedicated space with the relevant materials for the presentation of the flowers to be distributed. | Clive Malcolm | Year 1/2 | |
| G | Health and Wellbeing of the local population | | | |
| | 1 Identify community needs in relation to mental health, loneliness and caring | Mary Evans & M&D lead | Year 2/3 | |

| | | By whom | Likely date | Desired outcome |
|----------|--|----------------|-------------|-----------------|
| | 2 Evaluate those needs, identify funding streams for developing groups/activities, identifying a worker and training of volunteers | Mary Evans | Year 2/3 | |
| H | Visiting Ministry | | | |
| | 1 To develop a coordinated programme of visiting | Eric/John Cook | | |

Appendix 9 - Contacts

| | | | |
|------------------|-----------------|--------------|-------------------------------|
| Minister | Rev Eric Massey | 01453 766839 | minister@rodboroughtab.org.uk |
| Church Secretary | Mary Evans | 01453 756330 | maryjean.evans1@gmail.com |
| Treasurer | Clive Malcolm | 01453 873373 | clivemalcolm@aol.com |