



Vision and Strategy

APRIL 2022

APRIL 2027



KILTERNAN PARISH
BUILDING COMMUNITY
STRENGTHENING WORSHIP
GROWING IN SERVICE

TABLE OF CONTENTS



- 03 Our Vision
- 04 Introduction
- 05 Building Community
- 06 Strengthening
Worship
- 07 Growing in Service
- 08 Finance and Fabric



OUR VISION

Living as disciples and
making Jesus known



WE DO THIS BY:

- 1) BUILDING COMMUNITY
- 2) STRENGTHENING WORSHIP
- 3) GROWING IN SERVICE



INTRODUCTION

Scripture teaches us that ‘without vision, the people perish’ (Proverbs 29:18).

Over the years we have seen growth and changes in the parish and community. The Gathering Grounds and our new centre complex has reshaped our capacity for ministry and mission. Thousands of new homes have been built in our local area, and there is little sign of that slowing down. If we are truly living out God’s mission, the church needs to be reaching and receiving them in new and creative ways.

It is not so much the case that God has a mission for his church in the world, as that God has a church for his mission in the world. Mission was not made for the church; the church was made for mission – God’s mission.

The purpose of a vision and strategy document is not to develop our own mission plan, but rather to discern God’s mission plan for us. Over a series of events, in person and online, the parish has prayerfully gone through a series of listening activities to discern where God may be leading us.

For many reasons, the timing is important for a vision and strategy document. We are emerging out of what has been a difficult couple of years for everyone, when parish activities were turned upside down by Covid-19. It is a unique time to think creatively about the future.

It also leads us into 2026 which is the 200th anniversary of the church. It’s an appropriate time to be thankful for the legacy of the past, and to look towards the future.

The following is a 5-year plan covering the period April 2022 – April 2027. As with any plan, it requires both flexibility and a willingness to adapt to emerging opportunities and challenges.

OUR STRATEGIC PLANS

Building Community

Beloved, let us love one another, because love is from God; everyone who loves is born of God and knows God. 1 John 4: 7.

Sustained by the love of God we seek to strengthen the relationships within the body of the church. We seek to ensure that our doors are open wide to receive the broader community with Christ like hospitality.



Specific objectives:

- Expand the work of the Gathering Grounds both in terms of opening hours and engagement with the wider community
- Redesign the church website to be a more user-friendly point of contact and strengthen our social media presence. This will likely involve identifying a role within the parish to oversee communication.
- Plan an annual parish retreat to encourage parish relations and spiritual development.
- Establish and train a 'welcome team' on Sundays to ensure new members are greeted and connected. Encourage initially those with roles to wear name badges.
- Develop welcome packs for new members and new members evenings.
- Establish a regular Alpha course to encourage newcomers and the curious to engage more deeply with faith.
- Expand the ministry to over 65s by formally reintroducing the senior lunch and by offering regular classes / lectures.
- Develop a schedule of intergenerational activities to provide opportunities for better engagement and mutual learning between all ages.
- Recognising that the most underrepresented group in the parish are the 18-30s, develop a young adult ministry that offers support and connection.
- Develop a men's ministry within the parish to encourage greater engagement and conversation among men



OUR STRATEGIC PLANS

Strengthening Worship

They devoted themselves to the apostles' teaching and fellowship, to the breaking of bread and the prayers Acts 2: 42

Our worship services should be inspiring, growing, and diverse in style and demographic. Through our worship we seek to manifest a passionate & infectious spirituality so that people who worship here have an authentic experience of God and grow in his likeness.



Specific objectives:

- Continue to develop the diversity of worship experiences in the church community, including the development of live streaming or hybrid church services.
- Establish regular 'church family gatherings' that bring together the whole body of the church.
- Improve the church facilities to ensure that our buildings are liturgically and practically fit for purpose.
- Establish a regular 'faith formation' programme within the life of the parish that includes bible studies, courses etc.
- Establish a ministry of 'small groups' for people to build meaningful relationships and grow in faith.
- Grow the prayer ministry of the church to include prayer ministry after services, and group prayer.
- Develop a worship service for and by teenagers
- Establish an annual bible week / summer club for children and teens.
- Continue to develop our children and family ministries to encourage families to grow in faith.
- Organise a library / bookshop using the bookshelves in the Gathering Ground to deepen our knowledge of the Christian faith through reading / study

OUR STRATEGIC PLANS

Growing in Service

Like good stewards of the manifold grace of God, serve one another with whatever gift each of you has received. 1 Peter 4: 10.

The church is not called to bless itself, but to bless the world around it. We seek to be a 'outward facing' missional church serving those in need and reaching into the community. We encourage people to use their gifts to serve others, and we seek to bless and resource projects that make a difference in the world.



Specific Objectives:

- Establish an 'eco-concern' group to reduce our carbon footprint and advance good ecological practice
- Develop a 'mission partnership' ministry with 10 charities and support them through prayer, promotion and giving.
- Develop or partner with a mental health or well-being programme / initiative to serve the community.
- Establish and train lay-led pastoral care teams to support older or more vulnerable people in the community.
- Reach out to new communities with pioneering expression of faith. This may include 'pop up' missional communities in some of the local estates.
- Plant a missional initiative in Cherrywood with broader church / inter-church support and funding
- Encourage all members of the church to find an avenue of service that enables the ministry and mission of the church to grow



MAKING IT HAPPEN: FABRIC AND FINANCE

Funding. If the ministry of the parish is going to grow, it will need increased funding to support and resource it. Establish a 'fundraising / stewardship team' to explore ways to increase parish revenue, with specific and realistic targets for the next 5 years.

Governance. The church is currently 'partially' compliant with our charity regulations. This is not unusual or irregular, but the church will plan to be fully compliant within the duration of this plan

Facilities. We are blessed with great facilities. The 200 anniversary (2026) is a good time to look at the needs of the church building. During this strategic plan we will look at the heating of the church and the lighting of the church, and other improvement that might facilitate liturgical fluidity, comfort, and sustainability. This may require a capital campaign and potentially a release of some of parish savings.

Maintenance. As the parish continues to grow, and as ministry staff becomes focused on outreach and faith formation, there is a need to develop a 'maintenance team' to take care of the fabric and essential running of the buildings. This team will report directly to the Select Vestry.

Staffing. Throughout the listening process, the staff team in Kiltiernan has been affirmed for the excellent work that they do. There is a recognition that there might be a need to explore staffing needs in the following areas:

1. Maintenance and Facilities Management. Maintenance team will meet to propose potential restructuring of positions to support the administrative life of the church and the daily management of facilities.
2. Communications. To improve and manage communications, there will likely be a financial outlay.
3. Pioneering ministries. To plant in Cherrywood and to reach into new estates, there will be a need to increase ministry staff. This can be partially funded through external partnership agencies and other churches.

Gathering Grounds. To increase the scope of the Gathering Grounds there will be a need for additional staff support. A feasibility study and business plan will be put in place to assess how this can be achieved. It is also likely that there will be some financial outlay between 2022 and 2027 to cover wear and tear in the kitchen. Additional funding will be explored to cover any capital cost.

05

FOR INQUIRIES, CONTACT US.



<https://kilternan.dublin.anglican.org/>



office@kilternanparish.ie



01 295 2643



Designed by 'tech guru'
turned graphic designer
Brian Hickey