



Wymondham Baptist Church  
Strategy Review 2 - March 2023

# Wymondham Baptist Church - Vision Document

## Strategy 1 - Worship, bible teaching, prayer

Title	Action	Measure	Owner and Review Jan 2022	Owner and Review Mar 2023
Prayer meeting, praise and worship meeting	<ul style="list-style-type: none"> <li>▪ Set up Prayer and Worship meetings which are vibrant (not dry)</li> <li>▪ Focus for each one</li> <li>▪ Prayer and prophesy being demonstrated</li> </ul>	<ul style="list-style-type: none"> <li>▪ Calendar - once a month Sunday evening (older children) at 19:30</li> </ul>	<ul style="list-style-type: none"> <li>▪ PS - 1 and 2 on hold to be reviewed   April-June 2022</li> <li>▪ 3 - On going</li> </ul>	<ul style="list-style-type: none"> <li>▪ PS - one Prayer morning held in 2022, focus Wymondham, another held January 2023 and further ones planned.</li> <li>▪ VC - Prayer Questionnaire circulated and answers analysed - discussion in Leadership Team meeting - March 2023</li> <li>▪ Prayer and Prophecy board displayed in church. Elders and PS test words brought.</li> <li>▪ Open prayer in church services.</li> <li>▪ Prayer for healing introduced in January 2023 in morning service.</li> </ul>

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Home Groups	<ul style="list-style-type: none"> <li>▪ Draw up a plan</li> <li>▪ Everyone is in one</li> <li>▪ Have a proactive co-ordinator</li> <li>▪ Hold regular Home Group Leadership Team meetings</li> <li>▪ Resources available from WBC</li> <li>▪ Contact details are posted on the church noticeboard</li> <li>▪ Discuss in Deacons Meetings</li> </ul>	<ul style="list-style-type: none"> <li>▪ All members are allocated to a home group</li> </ul>	<ul style="list-style-type: none"> <li>▪ GP</li> <li>▪ 1-4 focus for January to March 2022</li> <li>▪ 5 - Materials available on request to PS/GP</li> <li>▪ 6 &amp; 7 - Done and updated as required</li> </ul>	<ul style="list-style-type: none"> <li>▪ GP</li> <li>▪ Leadership team consider this area of church life on a regular basis.</li> <li>▪ Box of sets of Study Books available in church office</li> <li>▪ Details displayed and updated as necessary</li> <li>▪ New home group started, others planned</li> <li>▪ Further action during 2023</li> </ul>
Prayer life	<ul style="list-style-type: none"> <li>▪ Adopt the Pete Grieg prayer course for the church</li> <li>▪ Use it for prayer meetings</li> </ul>	<ul style="list-style-type: none"> <li>▪ Record attendance</li> </ul>	<ul style="list-style-type: none"> <li>▪ Elders</li> <li>▪ PS led course - average attendance 12, maybe repeat later in 2022 after Alpha Course</li> </ul>	<ul style="list-style-type: none"> <li>▪ Open prayer in Sunday worship</li> </ul>

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	<ul style="list-style-type: none"> <li>Show to all - everyone to do the course</li> </ul>		<ul style="list-style-type: none"> <li>Resources to be put on website</li> </ul>	
Encourage people to bring words, pictures, etc. to church services	<ul style="list-style-type: none"> <li>Encourage people to bring words, pictures, etc. at church services</li> <li>PS to preach it from the front</li> <li>Nurture/facilitate the worship group</li> <li>Feedback and follow up</li> <li>Administrator to ensure it is included on agendas - Deacon and Church Meetings</li> <li>Capture words and pictures - collect evidence</li> </ul>	<ul style="list-style-type: none"> <li>Active participation from church attendees during services</li> <li>Captured physically</li> </ul>	<ul style="list-style-type: none"> <li>Leadership Team - On going</li> <li>Listening Day planned for early 2022</li> <li>Covered in presentation at Leadership meeting in January 2022 and future action to be taken. On going development of Worship Group.</li> <li>On going - regular inclusion in Leadership Team meetings and church meetings as appropriate.</li> </ul>	<ul style="list-style-type: none"> <li>PS - Regularly encouraging young and old to bring words, pictures to the attention of the fellowship. These are displayed on board in church and tested. Feedback given to individuals. Item regularly included in Leadership Team agenda.</li> <li>Fellowship spend time in church services listening to God as well as talking to God.</li> </ul>

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	(the story of what God has done here)		<ul style="list-style-type: none"> <li>New board for Words and Picture to be installed in church.</li> </ul>	
Make sermons relevant to attendees - promote before it happens	<ul style="list-style-type: none"> <li>Carry out a survey of members and regular attendees</li> <li>Promote on the WBC website</li> <li>Promote in Roots Community Café on screens, etc</li> <li>Agenda item on leadership meetings</li> </ul>	<ul style="list-style-type: none"> <li>Feed back</li> <li>Annual survey</li> </ul>	<ul style="list-style-type: none"> <li>PS - No survey but continually listening to attendees' comments and feedback.</li> <li>Services available on website</li> </ul> <p>3 - On going 4 - Reviewed at January 2022 Leadership Team meeting</p>	<ul style="list-style-type: none"> <li>PS continually listening to attendees' comments</li> <li>Attention continues to be given to uploading service to website</li> </ul>

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Title	Action	Measure	Owner and Review Jan 2022	Owner and Review Mar 2023
Service patterns	<ul style="list-style-type: none"> <li>Implement a clear pattern of services e.g. first Sunday communion, second Sunday healing, etc</li> <li>Website reflects pattern</li> <li>Church calendar updated regularly</li> </ul>	<ul style="list-style-type: none"> <li>Church Calendar</li> </ul>	<ul style="list-style-type: none"> <li>PS - Clear pattern established and shown on website</li> <li>Website regularly updated and any changes shown on weekly notice sheet</li> <li>Church calendar shown on website and updated as necessary</li> </ul>	<ul style="list-style-type: none"> <li>Clear pattern of worship established as the beginning of the year. Preaching Rota circulated to Leadership Team.</li> <li>Café Church scheduled in programme and advertised in the church building and on the website</li> <li>Church calendar on website</li> </ul>
Explore becoming a centre for the Light Project.	<ul style="list-style-type: none"> <li>Email Light Project leaders and discuss</li> <li>Decide if viable and if so way to move forward</li> </ul>	<ul style="list-style-type: none"> <li>Final decision</li> </ul>	<ul style="list-style-type: none"> <li>PS - On going discussions</li> </ul>	<ul style="list-style-type: none"> <li>PS - On going discussions will be more relevant when building has been extended</li> </ul>

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## Strategy 2 - People

Title	Action	Measure	Owner and Review Jan 2022	Owner and Review Mar 2023
Increase social events	<ul style="list-style-type: none"> <li>▪ Run an Alpha course</li> <li>▪ Look at running films nights, Quiz and Chip evenings - family orientated events</li> <li>▪ Draw up a calendar of events</li> <li>▪ Promote via invites</li> <li>▪ Have fun</li> <li>▪ Run holiday clubs</li> <li>▪ Church camp outs</li> </ul>	<ul style="list-style-type: none"> <li>▪ Course running</li> <li>▪ Events happening</li> <li>▪ Attendance recorded</li> <li>▪ Church growth</li> <li>▪ More families in church - age range 30-50</li> </ul>	<ul style="list-style-type: none"> <li>▪ NW</li> <li>▪ Alpha Course starting January 2022</li> <li>▪ On going as and when Covid allows</li> </ul> <p>Review in 2023/2024</p>	<ul style="list-style-type: none"> <li>▪ One course run, further one planned</li> <li>▪ More social events planned for 2023 - film evening + ECO event, Supper and after supper speaker also community events - 'Seed Swap morning'</li> </ul>
Open Roots Community Café over longer hours, reaching	<ul style="list-style-type: none"> <li>▪ Promote in church</li> <li>▪ Promote on the website</li> <li>▪ Business case</li> </ul>	<ul style="list-style-type: none"> <li>▪ Roots open more than Six hours per week</li> <li>▪ Teen wellbeing café sessions open</li> </ul>	<ul style="list-style-type: none"> <li>▪ ES</li> <li>▪ 1 &amp; 2 - Done</li> <li>▪ 4 - On going</li> <li>▪ 5 - Done</li> </ul>	<ul style="list-style-type: none"> <li>▪ ES</li> <li>▪ All on-going</li> </ul>

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Title	Action	Measure	Owner and Review Jan 2022	Owner and Review Mar 2023
more diverse demographics	<ul style="list-style-type: none"> <li>Recruit more volunteers</li> <li>Teen wellbeing café open on Tuesday pm - write plan, source volunteers and promote</li> </ul>			<ul style="list-style-type: none"> <li>Roots Management Team established - Report to Leadership Team</li> </ul>
Run Baptism Classes	<ul style="list-style-type: none"> <li>Get ready to run Baptism Classes</li> <li>Advertise in church and on the website</li> <li>Explain what Baptism is about - being a Baptist</li> </ul>	<ul style="list-style-type: none"> <li>Minimum of one course per year</li> <li>Minimum of four baptisms</li> </ul>	<ul style="list-style-type: none"> <li>PS</li> <li>1<sup>st</sup> series of Baptism classes done, more will be planned as needed</li> <li>3 baptisms held in 2021</li> <li>Baptism In sermon series for 2022</li> </ul>	<ul style="list-style-type: none"> <li>Leadership Team - Board in church to be prepared to display 'What it is to be a Baptist' and the relevance of baptism</li> </ul>
Church programme.	<ul style="list-style-type: none"> <li>Develop a church programme/calendar</li> </ul>	<ul style="list-style-type: none"> <li>An operational program</li> </ul>	<ul style="list-style-type: none"> <li>VF</li> <li>Done</li> </ul>	<ul style="list-style-type: none"> <li>CF - Programme for 2023 created and shared</li> </ul>
Support town events using	<ul style="list-style-type: none"> <li>Open Roots Community Café for Wynterfest, Vintage Day, etc</li> </ul>	<ul style="list-style-type: none"> <li>Examples of us opening for events</li> </ul>	<ul style="list-style-type: none"> <li>ES - on going</li> <li>Opened for Wynterfest</li> </ul>	<ul style="list-style-type: none"> <li>Engaged in Wynterfest, Town Litter Pick</li> </ul>



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Roots Community Café.		e.g. photos, articles		
Dedicated Youth Worker.	<ul style="list-style-type: none"> <li>▪ Cost out a youth worker - part time.</li> <li>▪ Draw up a proposal for the Leadership Team to discuss/decide.</li> <li>▪ A decision made</li> </ul>	<ul style="list-style-type: none"> <li>▪ Decision implemented</li> </ul>	<ul style="list-style-type: none"> <li>▪ RC</li> <li>▪ To be considered in 2023/2024</li> </ul>	<ul style="list-style-type: none"> <li>▪ To be considered when funds available</li> </ul>
Roots Community Café - Managers Role.	<ul style="list-style-type: none"> <li>▪ Review current role - increase as needed</li> </ul>	<ul style="list-style-type: none"> <li>▪ Reviewed document</li> <li>▪ Appraisal</li> </ul>	<ul style="list-style-type: none"> <li>▪ RC &amp; GP</li> <li>▪ On going - Appraisal carried out in December 2021</li> </ul>	<ul style="list-style-type: none"> <li>▪ Appraisal to be held early in 2023 to be carried out by members of Management Team</li> </ul>
To grow a full leadership Team.	<ul style="list-style-type: none"> <li>▪ Grow church numbers</li> <li>▪ Hold regular leadership elections</li> <li>▪ Grow our people</li> </ul>	<ul style="list-style-type: none"> <li>▪ Eight Deacons</li> <li>▪ Two Elders</li> <li>▪ One Youth worker</li> </ul>	<ul style="list-style-type: none"> <li>▪ Existing Leadership team</li> <li>▪ 1 - On going</li> <li>▪ 2 - In place</li> <li>▪ 3 - On going</li> <li>▪ 4 - On going</li> </ul>	<ul style="list-style-type: none"> <li>▪ Church membership increasing, which in due course could lead to more members willing to serve on Leadership Team.</li> </ul>

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Title	Action	Measure	Owner and Review Jan 2022	Owner and Review Mar 2023
	<ul style="list-style-type: none"> <li>Develop a Leadership Development Strategy</li> <li>Develop giftings and empower others</li> </ul>		<ul style="list-style-type: none"> <li>5 - Gifting Survey held and outcomes used as a tool to develop and empower - on going.</li> </ul>	
What does membership mean?	<ul style="list-style-type: none"> <li>PS to deliver a sermon series on membership</li> <li>Produce a video explaining membership</li> <li>Once a quarter have an input on membership</li> <li>Produce a 'take away' leaflet</li> <li>Link on WBC website to Baptist Union website</li> </ul>	<ul style="list-style-type: none"> <li>Increase in Church membership - 50 by end of 2022 with 80% actively involved in church life</li> <li>100 by end 2025</li> </ul>	<ul style="list-style-type: none"> <li>Leadership to draw up a plan</li> <li>1 - In Preaching Rota for 2022</li> <li>2 - To be considered after sermons delivered</li> <li>3 - To be considered after sermons delivered</li> <li>4 - Membership Pack available from the Office</li> <li>5 - CF to look at installing link</li> </ul>	<ul style="list-style-type: none"> <li>Leadership Team to actively encourage members of fellowship to use their gifting.</li> <li>Church Membership increased to 43 at end of 2022, aim to increase to 50 by the end of 2023</li> </ul>
Run diverse services	<ul style="list-style-type: none"> <li>Easter</li> <li>Café Church</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of the services happening</li> </ul>	<ul style="list-style-type: none"> <li>PS</li> <li>All part of Preaching Rota for 2022</li> </ul>	<ul style="list-style-type: none"> <li>On going</li> </ul>

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Title	Action	Measure	Owner and Review Jan 2022	Owner and Review Mar 2023
	<ul style="list-style-type: none"> <li>▪ 'Bring Your Friend to Church' services</li> </ul>			
People processes.	<ul style="list-style-type: none"> <li>▪ Write job descriptions for all employees</li> <li>▪ Write an appraisal procedure for all employees</li> <li>▪ 1- Write a list of roles within the church</li> <li>▪ 2 -write role description for roles highlighted within the church</li> </ul>	<ul style="list-style-type: none"> <li>▪ Documentation in place</li> </ul>	<ul style="list-style-type: none"> <li>▪ Leadership Team</li> <li>▪ 1 - Done</li> <li>▪ 2 - Done</li> <li>▪ 3 - Done where considered necessary</li> <li>▪ 4 - Done where considered necessary</li> </ul>	<ul style="list-style-type: none"> <li>▪ All on going</li> </ul>
Satisfaction survey	<ul style="list-style-type: none"> <li>▪ Write one</li> </ul>	<ul style="list-style-type: none"> <li>▪ Written, distributed, completed and acted on</li> </ul>	<ul style="list-style-type: none"> <li>▪ Leadership Team</li> <li>▪ Not considered appropriate at this time</li> </ul>	<ul style="list-style-type: none"> <li>▪ Continued development of authentic church fellowship</li> </ul>

## Strategy 3 - Serving the Community

Title	Action	Measure	Owner and Review January 2022	Owner and Review Mar 2023
People feel safe and valued	<ul style="list-style-type: none"> <li>Ensure policies, processes, procedures and insurances are up to date</li> <li>Ensure all are welcomed</li> <li>Ensure the physical environment gives a welcoming appearance</li> </ul>	<ul style="list-style-type: none"> <li>Policies and procedure in place</li> <li>Feedback and survey</li> <li>Maintenance plan in place</li> </ul>	<ul style="list-style-type: none"> <li>CF - 1 - Done</li> <li>Church membership - 2 - Welcome Team in place</li> <li>Survey considered but not felt appropriate</li> <li>VW - Maintenance Plan in place</li> <li>ES &amp; RC (SGL) - On going</li> </ul>	<ul style="list-style-type: none"> <li>Regular policy reviews</li> <li>Welcome Team rota/Refreshment Team rota all in place as well as responsible member of Leadership Team in place each Sunday morning.</li> <li>All ongoing</li> </ul>
Relationship with Wymondham Town	<ul style="list-style-type: none"> <li>Continue to develop our relationship with Wymondham Town Council and Wymondham Town Team</li> <li>Support town events such as Wynterfest,</li> </ul>	<ul style="list-style-type: none"> <li>Evidence of events e.g. minutes from meetings, photos etc.</li> </ul>	<ul style="list-style-type: none"> <li>NW - Regular entries in Wymondham Magazine</li> <li>Taken part in Wymondham in Bloom</li> <li>Part of new group - Wymondham community Exchange</li> <li>Supported Wynterfest in 2021</li> </ul>	<ul style="list-style-type: none"> <li>Town activities regularly supported and premises used in support.</li> <li>ECO events held and local community groups encouraged to</li> </ul>

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Title	Action	Measure	Owner and Review January 2022	Owner and Review Mar 2023
	Community Picnic, Vintage Day, etc		▪	join with ECO Church team in these events
Build relationship with Rosedale's and Rotary Club	<ul style="list-style-type: none"> <li>▪ Ensure we keep the conversations going</li> </ul>	<ul style="list-style-type: none"> <li>▪ Evidence of events</li> </ul>	<ul style="list-style-type: none"> <li>▪ PS - Rosedales courses regularly held at church</li> <li>▪ Contact with both on going</li> </ul>	<ul style="list-style-type: none"> <li>▪ On going</li> </ul>
Build relationships with other Wymondham churches	<ul style="list-style-type: none"> <li>▪ Attend Churches Together meetings/events</li> <li>▪ Explore the possibility of building a relationship with Attleborough Baptist Church</li> <li>▪ Continue to build a relationship with Whitard Road Baptist Church</li> </ul>	<ul style="list-style-type: none"> <li>▪ Minutes of meetings</li> <li>▪ Evidence of joint activities</li> </ul>	<ul style="list-style-type: none"> <li>▪ Elders</li> <li>▪ Church Sec attended Church Together meetings when PS not available.</li> <li>▪ V&amp;M Wright - Contact on going</li> <li>▪ PS - Contact on going</li> <li>▪ PS - Plan to do in the future - perhaps 2023/2024</li> </ul>	<ul style="list-style-type: none"> <li>▪ All continuing as and when possible.</li> </ul>

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Title	Action	Measure	Owner and Review January 2022	Owner and Review Mar 2023
	<ul style="list-style-type: none"> <li>Develop a relationship with Norwich Central Baptist Church</li> </ul>			
Friday Night Youth Group	<ul style="list-style-type: none"> <li>Continue (organise) to run a Friday Night Youth Group.</li> <li>Look at whether we need to organise a second group based on age ranges</li> </ul>	<ul style="list-style-type: none"> <li>Fully running youth group</li> <li>Proposal document for second youth group</li> </ul>	<ul style="list-style-type: none"> <li>PS - On going</li> <li>ES</li> <li>RC - Not needed at present</li> </ul>	<ul style="list-style-type: none"> <li>Youth work review to be held during 2023. Need to look to additional support from new members</li> </ul>
Share what we support	<ul style="list-style-type: none"> <li>Advertise what we have achieved on our internal notice boards</li> <li>Advertise what we have achieved on our website</li> </ul>	<ul style="list-style-type: none"> <li>Notice board updated regularly</li> <li>Website updated</li> </ul>	<ul style="list-style-type: none"> <li>NW - On going - Boards regularly updated and website regularly updated</li> </ul>	<ul style="list-style-type: none"> <li>NS taken role of Mission Lead, regular updates given at Leadership Team meetings and Church meeting.</li> </ul>
Mental Health Courses	<ul style="list-style-type: none"> <li>Develop a range of courses that we can offer</li> </ul>	<ul style="list-style-type: none"> <li>Courses run</li> <li>Prospectus</li> </ul>	<ul style="list-style-type: none"> <li>VF</li> <li>Plan for 2023/2024</li> </ul>	<ul style="list-style-type: none"> <li>Under review as appropriate</li> </ul>

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Title	Action	Measure	Owner and Review January 2022	Owner and Review Mar 2023
	<p>to those that require help and support.</p> <ul style="list-style-type: none"><li>▪ Training carried out</li><li>▪ Prospectus of courses available</li></ul>			

## Strategy 4 - Environment and Buildings

Title	Action	Measure	Owner and Review January 2022	Owner and Review Mar 2023
New building/extension	<ul style="list-style-type: none"><li>▪ Clearly write out what we need/want in our new building/extension</li><li>▪ Form a steering group</li></ul>	<ul style="list-style-type: none"><li>▪ Drawings and plans produced</li></ul>	<ul style="list-style-type: none"><li>▪ VW</li><li>▪ RF - All done as far as is possible</li></ul>	<ul style="list-style-type: none"><li>▪ Planning Permission received</li><li>▪ Grant applications in process</li></ul>

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Title	Action	Measure	Owner and Review January 2022	Owner and Review Mar 2023
	<ul style="list-style-type: none"> <li>▪ Create a presentation to go to the church</li> <li>▪ Gain sign off - look, feel and finance</li> <li>▪ Implement plan</li> </ul>	<ul style="list-style-type: none"> <li>▪ Business plan signed off by the church</li> </ul>		<ul style="list-style-type: none"> <li>▪ Project Group to re-group following death of Group Leader and assess way forward</li> </ul>
Review premises	<ul style="list-style-type: none"> <li>▪ Contract a professional .... to review our premises and make a proposal</li> <li>▪ CF to find a contractor who could quote</li> <li>▪ Quote taken to church</li> <li>▪ Decision on way forward made</li> </ul>	<ul style="list-style-type: none"> <li>▪ Contractor engaged or church reject</li> </ul>	<ul style="list-style-type: none"> <li>▪ VW</li> <li>▪ CF</li> </ul> <p>These processes to be carried out as the Vision unfolds.</p>	<ul style="list-style-type: none"> <li>▪ Processes to be carried out as Vision unfolds.</li> </ul>



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On-going maintenance	<ul style="list-style-type: none"><li>Write a programme for on-going maintenance</li></ul>	<ul style="list-style-type: none"><li>Programme produced and actions taken</li></ul>	<ul style="list-style-type: none"><li>VW</li><li>On going</li></ul>	<ul style="list-style-type: none"><li>Ongoing</li></ul>

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