



# Diocese of Oxford

## Parish Profile

### St Marys Bletchley

#### **1. General Information**

Parish: St Mary's Bletchley, Milton Keynes

Diocese: Oxford - Buckingham

Incumbent:

Rev David McDougall  
101 Whalley Drive  
Bletchley  
Milton Keynes  
MK3 6HX  
Tel: 01908 366130

E-mail address: david.mcdougall@stmarysbletchley.org

Date of ordination: June 1987

Length of time in present parish: 3 years

Other responsibilities and duties currently undertaken by incumbent:  
National Board SOMA (Anglican Short Term Mission Agency)  
SOMA Team Leader – One Team Annually – (Zimbabwe Nov 2015)  
Archbishops College of Evangelists – founder member

Previous posts and experience of incumbent, including details of experience with previous curates:

**1987-1991                      Curate St Mary Church Bletchley                      Oxford Diocese**

Large Church 250+  
Responsibility for: Open Markets Chaplain – 2 years  
Pioneered Youth Congregation

Parish of 24,000

Staff Team: Vicar, Associate Vicar, Curate, Pastoral Worker, Deacon, Office Manager and Caretaker

**1991 -1993  
Diocese**

**Associate Vicar St Andrews Church High Wycombe Oxford**

Large Church 300+

Responsible for: Long Interregnum  
Staff Team  
New Wine Youth – founder of Club 1 Youth  
Pastoral Director of Soul Survivor with Mike Pilavarchi – first 5 years  
Hope for the Future Town Mission Leader at Wycombe Wanderers Football grounds

Parish of 10,000

Staff Team: Vicar, Associate Vicar, Curate, Pastoral Worker, Admin Manager, Youth Worker

**1993 – 2002**

**Associate Vicar St Stephens East Twickenham  
London Diocese**

Large Church 600+

Responsible for: Mission (Director of Evangelism) Home and Abroad  
Staff Team Builder and Director  
Senior Leader for Church Planting All Souls  
Chairman of ACTS 88 Schools work trust (founder)  
Founder member of Archbishops College of Evangelists  
Philo Trust Evangelist – for Canon J John  
SOMA Team Leader (Africa)  
Long Interregnum  
Hampton Deanery Training Commission Team

Parish of 12,000

Staff Team: Vicar, Associate Vicar, Curate(s), Youth Worker, Children's Worker, Office Manager, Finance Manager, Buildings Manager, Caretaker, Worship Director, Secretaries

**2002 – 2010**

**Vicar of St Saviours Church Upper Sunbury London Diocese**

**Area Dean of Spelthorne from September 2010**

Church Plant from St Stephens East Twickenham in 2002

Large Church 250+ (has grown from 47)

Responsibilities: Warden of Evangelists – Kensington Area  
Local Support Colleague – Spelthorne Deanery  
Ecumenical Chairman of Spelthorne Churches Together  
Trustee of WATOTO UK - Large Ugandan Charity  
SOMA Team Leader (Africa)

Parish of 18,000

Staff Team: Vicar, Curate(s), Worship Director, Community Worker, Children's Worker, Office Manager, Older Peoples Worker, Site Manager, Youth Worker, Operations Manager

Church Planting – key inputs:

- Plant team – build and develop
- Preparation and care of people left in planted church
- Church reordering
- Winning local community trust back
- Serving local community
- Alpha/ Christianity explored/ Personal evangelism training
- Small groups in homes
- Every member ministry
- Contemporary worship
- Relevant down to earth biblical teaching
- Mission underlying everything
- Staff team development
- Church weekends away
- Pastoral Team
- Ecumenical work

**Past Responsibilities in the wider Church**

*Please indicate, with dates, tasks undertaken for the wider Church (e.g. Synodical responsibilities at any level, Diocesan committees and Working Parties served on, ecumenical involvement, or work for a Church voluntary organisation).*

- Area Dean of Spelthorne
- Kensington Area Council
- Kensington Area Leadership Team
- Diocesan Synod member
- Ecumenical Chairman of Spelthorne Churches Together
- Vice Chair of Governors: Bishop Wand Church of England Secondary School

- Local Support Colleague: Spelthorne Deanery
- Training Incumbent (11 Curates)
- Scandinavian Lutheran Church Lecturer – 2 visits a year
- ARROW Mentor (CPAS Leadership Training Course)
- Mentor for young clergy
- Spelthorne Council Committees: Partnership Committees
- Chairman of ACTS 88 Schools work trust (founder) 1994-2001
- Founder of Club One at New Wine Summer Conferences
- Pastoral Host of Soul Survivor Youth Conference – for its first 5 years
- Sending Church Leader (Rev Paul Oxley) to start St Marks MK – an Anglican Church Plant
- Sending Church Leader (Rev Tim Rose) to transplant St Mary Magdalene, Littleton, with a team from our church of St Saviours, Sunbury. Easter 2013.
- Planted a Pioneer Minister into Newton Leys Housing Estate Bletchley September 2016
- Transplanting to St Frideswide Water Eaton from St Marys Bletchley in Sep 2017

### **Major Mission Experience/Responsibilities:**

- Springboard Missions – Cardiff Alive/ Blackpool
- SOMA Missions – Uganda (x3)/Tanzania (x2)/Congo/ Kenya
- WATOTO Team leader x2 2011 and 2013 – big teams of 25-30 of local people to Gulu in Uganda
- University Missions: Reading/Southampton/St Andrews/Nottingham
- Associate Evangelist of Philo Trust/Philo Trust Missions: S. Africa/ India
- Personal Invitation Missions - Russia/Ukraine (x4)/Yugoslavia
- ALPHA Team Leader (x7)
- Personal Evangelism Training Courses - many
- Warden of Evangelists Kensington Area of London Diocese 1999-2003
- Archbishops College of Evangelists invitations
- Church Planter
- Hope 08 Mission Leader
- Millennium Mission Bus Project – visited 23,000 school children with a presentation of Christianity using an old London route master bus

### **Past Responsibilities in the Community**

*Please list tasks undertaken, e.g. School Governor, political or community service.*

- School Governor: St Stephen's Church of England Junior School
- School Governor: Bishop Wand Church of England Secondary School
- Open Markets Chaplain: Milton Keynes
- Prison Visitor and Service Leader – several prisons
- College Chaplain to Brunel University
- Trustee of Acts 88 a Christian Schools work Trust

- Trustee of WATOTO UK a Christian Mission trust for HIV work in Uganda
- Chaplain to Uniformed Organizations
- Chaplain to British Legion
- Chairman of Ecumenical Fraternity and Council

**Personal outlook and circumstances (this should be written in light of the list of attributes in the criteria for the appointment for a Training Incumbent):**

- ✚ Marriage and family life is of high importance, time off is crucial and I am disciplined in this area. I am an avid reader, play sport regularly, am a keen gardener and enjoy walking. I have good health and am enjoying the middle stages of parenting – my 3 children are now 19, 22 and 25 years of age! I am now a proud Grandfather!
- ✚ Speaking, teaching and training are a real joy and gift.
- ✚ Passion to reach the lost is central to my life and ministry
- ✚ Strong team building and management, motivational skills and collaborative working is key to my working style and experience
- ✚ Encouraging and allowing others to rise-up beside me, unafraid if they are better than me is a personal strength. Many people have gone into ordained and other ministries through my work with them. Equipping and inspiring people are essential in the local church and I am told that I bring these qualities. Every member ministry is very much a part of my biblical understanding and leadership style.
- ✚ Handling different styles of Anglican worship was very much part of my Area Dean's role and I enjoy the breadth. Having been brought up in Anglicanism as a vicar's son and chorister I understand and enjoy the different aspects of the Church of England.
- ✚ Every age group is important, I am blessed to have been fruitful across the age ranges – older people appreciate my ministry as do youth and young families. I worked alongside Mike Pilavarchi as Pastoral Host for the first 5 years as we pioneered Soul Survivor a National Christian Youth Event.
- ✚ Over the years in Sunbury I met monthly with the Bishop of Kensington's staff team as an Area Dean. This has given me a good insight into working alongside a diocesan team and I have found this an immense privilege. I can clearly see the strategic opportunities such a team presents and the joy of working together. We have been implementing all kinds of strategic change in the Kensington area, not least in the recent development of Capital 2020 our new diocesan vision.
- ✚ Risk taking, conflict management and strategy for change have been very much part of ministry thus far. If we cannot experiment which means that sometimes we will fail and other times succeed – then we will continue to decline nationally which does not need to be the case. Over the past 13 years I have taken many risks with people and projects and that is why the Bishop saw my parish as an excellent training parish for pioneers. We have developed projects such as a Food Bank and Debt Centre which has

been fruitful in serving and reaching the local community. Pioneering is part of my nature, to experiment, to fail without fear and to find what works is essential. To bury things that are no longer relevant in order to make space for new ways is painful for most but essential for the future.

- ✚ Jesus is calling us to deeply disciplined discipleship – we have a big job to do in this regard within church today and I enjoy creating teaching series and other opportunities to develop this whole area.
- ✚ The balance of Bible and Spirit is hugely important to me. I am most at home in an evangelical charismatic environment, where God is free to do what He longs to do in any given situation.
- ✚ Community involvement in schools, local councils and ecumenical situations is part of my nature and an intentional strategy.

## 2. Nature of post

*Please tick which are applicable:*

- X• Training post for deacon who expects to be ordained priest
  - Training post for permanent deacon
  - Training post for an Accredited Lay Minister or Church Army Officer

## 3. The context: the parish setting

### What is Bletchley like?

Back in the mists of time, Bletchley was a brick built Victorian railway town but came rushing in to the future in the 60s when it became part of Milton Keynes. Bletchley is surrounded by picturesque parks, lakes and villages, as well as being well connected with the modern Milton Keynes via the grid system and cycle network. The Parish lies to the west of Bletchley town centre and comprises various housing estates built from 1950 to date.

In terms of connecting you with the rest of the country, Bletchley is in a good location with frequent trains to London and Birmingham and easy access to both the A5 and M1. Milton Keynes station has direct links to Manchester, Carlisle and Glasgow.

With the good communications, there are many employment opportunities both in Milton Keynes and further afield.

Bletchley town centre has a relatively traditional high street, which offers shops like Boots, W H Smith, Sainsburys, Wilkinsons, as well as the odd independent shop. Bletchley has all the amenities a small town needs, post office, library, doctors, pharmacies etc. There are also all the major supermarkets within a few minutes' drive. There are other retail developments near the new MK Dons Stadium, including Ikea and other large national retailers.

The Centre MK Shopping complex is only a 10-minute drive away. As well as shopping, the centre of Milton Keynes offers multiple entertainment opportunities including cinemas, a modern prominent theatre, lots of restaurants, and an indoor ski slope!

If you've heard of Bletchley for any reason (other than our concrete cows and roundabouts!) it will probably be because of the famous Bletchley Park. This is a heritage site and well visited tourist attraction (backing onto the grounds of the church) which tells the story of how the code breakers helped to shorten World War 2 by two years! As you enter Bletchley signs read "Welcome to Bletchley: Home of the code breakers", the people of Bletchley continue to be very proud of the secretive but iconic role their town played in our country's history.

A few facts and figures about Bletchley:

- In a parish population of approaching 25,000, 20% are under 16 years of age and 17% are 65 or over
- Housing: 70% owner occupation, 18% rental social housing, 12% private rentals
- 80% of households own at least one car
- Ethnic diversity is 19% non-British white
- 27% of all households with children are lone parent households

Statistics from: [www.cuf.org.uk](http://www.cuf.org.uk) and [www.oxford.anglican.org](http://www.oxford.anglican.org) (Spotlight Parish Code 270709)

Currently being completed, there is a large new housing estate (1500+ properties), Newton Leys , which is part of our Parish and will increase the parish population, however, it is geographically remote from the rest of the Parish. Here we have posted a Pioneer Minister Rev Ben Thorpe who is currently forming a Christian community.

Within Bletchley and Milton Keynes there are an increasing number of national and international Christian charities including Scripture Union, Interserve, World Vision, and Toybox Charity.

### Schools

Milton Keynes has a young population and therefore a relatively high number of schools. In the whole of Milton Keynes there are 12 state secondary schools and over 70 primary schools. In the parish of St Mary's, there are 6 primary schools (Cold Harbour C of E, Abbey's Primary, Barleyhurst Park, Holne Chase, Chestnuts and Rickley Park), 1 secondary school (Lord Grey) and 2 Special Educational Needs schools (Romans Field and White Spires). St Mary's has a special relationship with Cold Harbour C of E school with long established links via our children's worker and we also have a member of the church family on the governing body of the school.

In addition to the state secondary schools there are grammar schools in Buckingham and Aylesbury with independent schools in Milton Keynes and nearby.

For more info on local schools please see: <http://www.mkweb.co.uk/Education/> and <http://www.ofsted.gov.uk/inspection-reports/find-inspection-report>.

*Please also indicate from the following the main broad category (or categories), as you think most accurate:*

- |                |                  |
|----------------|------------------|
| ▪ Rural        | ▪ Urban          |
| ▪ Semi-rural   | ▪ City centre    |
| ▪ Country town | ▪ Inner city     |
| ▪ Industrial   | ▪ Housing estate |
| X Suburban     |                  |

#### **4. The Church**

*Please indicate how many Church of England churches lie within the relevant parish(es) or benefices(s):*

One Parish Church  
One Pioneer Minister on Newton Leys Estate  
One Transplant Church St Frideswide's Water Eaton

*Ecclesiastical tradition (if there is more than one church please indicate the tradition in each church, including attitude to the ordination of women to the priesthood—please refer to pages 33-4 of the Handbook):*

We would refer to ourselves as a Low Evangelical Charismatic Anglican Church. If you ask us what it is that keeps people coming to St Mary's, there would probably be many different answers. Possibly our warm welcome, maybe the strength and relevance of teaching, perhaps the quality of "worship experience", maybe the opportunity for meaningful response and prayer ministry... we like to think that it is a little bit of all of these. It would appear that people come to church willing to engage with God and feel His presence as He reveals Himself in the preaching, worship and sacraments.

The Associate Vicar here is Rev Catherine Butt and this church has been for the ordination of women for many years, having had several women priests on staff over the last 20 years.

*Electoral roll number(s):* 310

*If a Team Ministry, Group Ministry or LEP, please give a general description of it:  
Pattern of Sunday worship (please indicate services, times, forms of service used, and 'usual Sunday attendance':*

## **Our Services**

Our aim at St Mary's is to allow people from all generations, backgrounds and circumstances to worship and meet with God. The range of services and worship styles enable people to find a comfortable place in one of the five regular congregations that meet throughout the week.

**Sunday 8.00am:** Our 8.00am service is a traditional Common Worship order 2 (BCP), said Holy Communion every week. The average attendance for this service is 20 and the average age is 60 +.

**Sunday 10am:** This service is more informal with family friendly worship and a cross-generational appeal. The children and young people's groups (3-14 year olds) meet during these services. This busy service attracts approximately 150+ people. On the first Sunday of each month communion is celebrated (we have a policy in place regarding children receiving communion) and on the third Sunday the children stay in church for an "All Age Service" where there are often infant dedications or baptisms.

**Sunday 7.00pm:** Our 7.00pm evening worship service has a slightly more contemporary feel with more space for response and prayer ministry. Communion is celebrated every second Sunday. The average attendance is 50 and the older youth group (15 years +) attend the service. Our Curate heads this service with a team from the 18-30's in our church and it has a fresh and exciting direction.

**Wednesday 10.00am:** This midweek service is a CW Holy Communion with hymns. There are normally about 40 people who come along on a Wednesday morning, and these people are mostly retired. There are members of this congregation who have found their way to St Mary's through bereavement and prefer this service as it is slightly quieter and less busy than Sunday morning services, allowing them space for contemplation and fellowship.

**Music:** We have four worship bands who lead the sung worship at our 10am and 7.00pm services on a rota system, and the keyboard is played at the Wednesday 10.00am service. Each band is made up of very committed and gifted members of the church family and led sensitively and confidently by a worship leader. Each band has a slightly different line up of instruments and hence its own style.

**Support:** At St Mary's we are very grateful to the various teams who serve tirelessly to help our services run smoothly, from the welcomers and wardens, sound technicians and computer operators, to the refreshment providers, flower arrangers and cleaners, as well as all the lay leaders and preachers. There are also some local clergy who give us much valued support at our 8.00am Sunday and 10.00am Wednesday communion services, as well as taking occasional weddings and funerals.

Within the church there are 4 licensed lay ministers, 2 retired clergyman, 1 person undergoing training for non stipendiary local ordained ministry, together with 13 lay people who lead/preach.

*Occasional Offices: approximate numbers p.a. of baptisms, weddings, and funerals:*

27 baptisms  
24 weddings  
35 funerals

*Pattern of daily offices:*

Morning Prayer on Monday, Tuesday, Wednesday, Thursday in Church

*Staff or team members:*

Vicar; 2 Curates; Pioneer Minister; Youth Worker; Children's Worker; 2 Admin Assistants (Part Time); Financial Admin Assistant (Part Time); Caretaker (Part Time); Wedding/Funeral Steward; Oasis Worker; Pastoral Worker: Home Groups Leader

*Lay involvement:* A huge amount of Lay Involvement – 180 people plus.

House, study and prayer groups: Many home groups: Leadership Training Course: Alpha: Men's Prayer Group:

*Parochial organisations:*

*Areas of particular mission and ministry of parish(es) (e.g. schools, hospitals, industry, prison, youth, elderly people, single parents, homeless, healing):*

Money Life Line  
Homeless Project  
Schools Work: TLG Early Intervention programme/Assemblies  
Children's Outreach  
Youth Outreach  
Young Families Outreach  
Oasis Outreach to older people  
Open Church Team  
Community Outreach  
Sports Outreach Group

*Opportunities for the development of fresh expressions of church including the development potential within the parish that would give a curate experience of church planting.*

Church Planting is on the agenda of this Church and Newton Leys, a new development, will be our first area to reach into with some pioneering work. This is now a reality and has begun.

Our second expedition into Church planting has just been launched. We have Transplanted into St Frideswide's Water Eaton – the next door parish. We sent one of our ordained n=ministers plus 35 people. This happened in September 2017.

**There is huge scope for developing further Church Planting and Pioneering from the hub of St Marys Bletchley.**

*Congregations(s) mainly communal or mainly gathered:* Mainly gathered but increasingly now more rooted into its local community.

*Areas and types of co-operation with other local churches (either Anglican or ecumenical):*

Partnership with Whaddon Way Anglican/Baptist Church  
Developing relationship with the Bletchley Churches (weak in the past)

*Have any of the resolutions under the Priest (Ordination of Women) Measure been passed?*  
No

## **5. Vision and Priorities**

*How does the church in the relevant parish(es) see itself?*

St Mary's see themselves a Christ's light in the world, here to serve its community and reach out with the love of God to all people.

### **Children's Work (See also Young Community Contact)**

St Mary's aims to be a family friendly church, providing children with the space and opportunities to learn about God and develop their own spirituality. Our full time Children's Work Leader, is responsible for the coordination and oversight of all the activities for children.

On a Sunday morning children's groups run at both the 9.15am and 11.00am services and are well attended at both. For members of the church family who are 3-5 years old we run **Sparklers** which has about 25-30 children attending across the two services. Sparklers has a fun and friendly atmosphere, where children can learn about God through games, craft, songs, stories, drama etc.

**Shine** is the group for children who are 5-11 years old (around 60-65 attend Shine across the two services), and provides an upbeat and interactive environment where children are able to worship God in their own way as well as learn about Him. However Shine doesn't aim to just teach the children about God, but to show them what it is to have a personal relationship with Him too.

While the large number of children attending our Sunday morning groups is a huge blessing, it does pose problems too. Attracting and sustaining a good level of volunteers for each group is a challenge and finding enough space to accommodate the growing number of children is a real issue.

### **Youth Work**

Headed up by our Youth Work Leader, the provision for young people at St Mary's is split into two age specific streams, Ignite for 11-14 year olds and C4 for 14-18 year olds, both of which meet twice a week.

**Ignite** (Friday) is an open and safe youth club environment, aimed at both churched and unchurched teenagers, where the young people can play some games, meet new friends and learn a little bit about God. The main aim of these Friday night sessions is to build relationships with the young people, with about 10 of the 20 youngsters that come along

being on the fringe of the church. In contrast Ignite (Sunday) which meets during the 11.00am service goes slightly deeper, with times for worship, teaching and creative prayer ideas, as well as some time for fellowship. Most Sundays about 15-20 young people are at Ignite, not necessarily the same people that come on a Friday evening.

**C4** (Wednesday) aims to disciple and nurture young adults through creative teaching and fellowship. The sessions vary from challenges of evangelism to worship and teaching. A large number of C4ers have just moved onto university so numbers have dropped from 30 to around 15. On a Sunday evening C4 attend the 7.00pm service and meet together afterwards.

Our young people go to a quarterly service, Synergy, which St Mary's, together with other churches across Milton Keynes, take turns to host.

Both youth groups have annual weekends away or trips to the summer Soul Survivor festival, which provide valuable time to deepen friendships and faith alike.

In recent year's we have seen the young people take huge steps in their faith, gaining confidence in serving and talking to others about God. This can be seen through the Hope: MK mission event that happened in Autumn 2016, for which 20+ St Mary's young people gave up their half term to serve the people of Milton Keynes and show them God's love. This event involved 19 churches and 120 young people across Milton Keynes and Pat, our Youth Work Leader, was one of the 3 core team leaders.

## **Key Areas of Present Youth Work**

1. Head up and develop the youth vision.
2. 11-14yr youth group on Friday Nights.
3. 14-18yr youth group on Wednesday Night – Community and Discipleship.
4. 11-18yr youth group – 'Café on the Way' Friday after school – based at Whaddon Way Church.
5. 18-30yr Young Adults – assist Curate in overseeing this work.
6. 11-18yr youth group on Sundays at 10am – Discipleship/ Mission Sunday.
7. 14-18yr youth – gathering and overseeing at 7pm Evening Service.
8. Lead the Youth Mentoring programme.
9. Residentials:
  - March for 11-18yr youth.
  - October for 11-14yr youth.
  - August for 14-18yr youth: Soul Survivor.
  - Church Weekend Away 11-18yr Youth Programme.
  - Missions Abroad with young people.
10. Schools Work:
  - Lord Grey Secondary School (CU Lunchtime, After Schools Cafe).
  - Milton Keynes College Bletchley Campus (Unreached at present).
  - Cold Harbour C of E Junior School.
  - MK Money Life Line – budget planning in senior schools.
11. All Age Services in church – participate and support these with other staff.

12. Half Term Socials – bringing youth together to build youth relationships.
13. Christmas and Easter – lead youth outreach programmes.
14. Responsible for the youth work budget.
15. Head up youth element of community events such as Christmas at Melrose and HOPE MK.
16. Assist Milton Keynes Bridgebuilder Trust – for example Christmas and Easter Cracked Programmes.
17. Head up a programme and team for our occasional Church Weekends Away.

## **Adult Groups**

### **Small Groups**

St Mary's is a large church spread across five congregations, and we know that a busy service is not the easiest place to get to know people.

We therefore encourage membership of a small group, which not only offers the opportunity to connect at a deeper level but is also a safe place where people can be discipled, have fun, explore the Bible and grow in relationship with God and each other, facing the challenges of life alongside friends who are upholding them in prayer. At the moment we are able to find a place for everyone wishing to join one of our many groups, which variously meet weekly, monthly, daytime or evening. Over 50% of regular adult church attenders already belong to a small group.

### **Oasis**

Oasis is a really important group within the life of St Mary's, and is aimed at those who are retired and at home during the day. As the name suggests, Oasis gives people a much valued space for finding friendships, refreshment and learning. The group welcomes people from the wider community and aims to provide a warm and inclusive place for them to meet. Oasis meets twice a month in church and follows a familiar format of some time for celebration and prayer, a talk or quiz, followed by time to chat over a simple lunch. Three times a year (Easter, Christmas and Harvest) there is a more structured celebration service led by a member of the clergy. Occasional trips are arranged throughout the year.

Numbers have increased gradually, now averaging 25-35, with current members bringing along friends; however as many Oasis members are that little bit older and need help with transport, finding enough people to offer lifts is a challenge. An area of development that has been a real encouragement has been the opportunity to offer two small groups for the members of Oasis who would like to go deeper into the Bible and learn more about God; these groups are both flourishing.

### **Community Contact**

It is our hope at St Mary's that all our activities have an element of outreach at their heart, however there are obviously specific ministries that look directly outwards to reach the geographical community (those in the parish) and the relational community (friends, family etc).

**Alpha:** Every year (in conjunction with Whaddon Way Church) we run two Alpha courses. These courses are generally well attended and we see people come to faith, be baptised and begin their journey of discipleship.

## **Young Community Contact**

### Pre-school age

**Toddler Groups:** We have two different toddler groups that meet each week at St John's Hall. Both groups are doing well and have 20-25 children and their mums and dads or carers. These toddler groups really do bless the local community and parents/carers place huge value on the opportunities to build friendships with other parents/carers.

**Messy Church:** Messy church also happens four times a year and is on a Sunday afternoon with open invitations for the whole family. On average 50 children and their parents come along to a messy church event, giving us the opportunity to show God's love to our community, as well as build relationships between community groups and members of the church family in a friendly, non-threatening environment.

### Primary School Age

**Dream Factory:** Dream factory is a Saturday morning children's club which has been running now for 11 years! It is a classic kid's club format, with upfront teaching, songs, games, craft and lots more fun. This now has 45 children attending mainly from our community.

**Movie Nights:** In the school holidays the Shine children get the opportunity to bring friends along and watch a movie in church. After the movie a moral or teaching point is given and there is a short biblical application. Last time we had 100 children present!

**Holiday Club:** Holiday club is a week of wonderful mayhem in the summer holidays! It is a brilliant way of making links with local schools and children from the community, as they make contact with the church potentially for the first time. Some would say that this is best thing in the children's work!

**Schools Work:** After some years of leg work we now have good relationships and regular contact with four of the seven primary schools in the parish. This contact mainly comes in the form of assemblies and educational visits to the church. A few of the local schools have had a quick succession of new heads, which has caused a few problems when it came to trying to build relationships with the schools, but we persevered!

The following table indicates the level and frequency of contact that our Children's Work Leader has with Primary Schools in the Parish:-

	Rickley Park	Barleyhurst	Coldharbour (C of E)	Holne Chase	Romans Field	Abbeys
School Assemblies (6 x per year)	☺	☺	☺	☺		
Educational Visits To Church	☺	☺	☺	☺		
Harvest Festival				☺	☺	
Christmas Carol Service in Church	☺		☺	☺		☺
Post Primary School Workshop	☺	☺	☺			☺

### **Mission Partnership Group (MPG)**

As part of our wider mission St Mary's is committed to developing a meaningful partnership with 10 different organisations (based overseas and here in the UK). We give away 10% of our annual general giving and the Mission Partnership Group (MPG) have the privilege of working alongside our mission partner organisations. The organisations we support vary from international development charities to local trusts meeting community needs. (See website: [www.stmarysbletchley.org](http://www.stmarysbletchley.org))

Some members of our congregation have had the opportunity to visit the Philippines through trips with Streetlight Trust, an independent charity set up by members of St Mary's. We have also supported young people from the church on short-term mission placements. In the last year there have been church visits to Romania, Zimbabwe, Uganda and the Philippines.

## **Challenges:**

We are not naive in thinking that St Mary's is perfect and these are some of the day to day challenges we are facing:

- Pressure on our buildings' capacity, due to the growth in our church family; not only the church building, but also the provision for teams for our children's work.
- Managing the transition for newcomers from initial welcome to feeling fully engaged in the church family.
- The congregations do not fairly represent the diversity of the local community.
- Meeting the needs of the mixed age range and spiritual maturity at the 7.00pm evening service. The challenge is how best to communicate / teach / worship in this context.
- As with many churches all over the country, "All Age Services" are an ongoing challenge, trying to interest children and young people as well as providing a message for adults too.

## **Opportunities:**

As a church, we are keen to explore new ways of growing God's Kingdom

- Developing closer links and working together with other churches throughout MK on citywide projects, particularly as a result of the good relationships built through Hope: MK (see Youth work).
- Fresh initiatives for engaging with the community, building on the positive response to Melrose at Christmas – a growing evangelistic outreach.
- Exploring working with TLG The Education Charity (a national group working with children excluded or in danger of being excluded from school at an early age) to support at-risk children in our local primary schools.
- Strengthening and developing our prayer ministry, particularly within or at the end of services.
- Further Church Planting and Pioneering

*What is its vision of mission?*

***St Mary's church is a Jesus centred, all age, every member ministry, community focussed, evangelistic church that seeks to spread out to create new pioneering Christian communities.***

*What are the incumbent's vision and priorities?*

Over my first year and in consultation with the parish a 10 Year Mission Action Plan has been written, agreed and is now unfolding. The full version of this is at the end of this document.

## **6. How does the incumbent understand the role of training?**

I have trained 13 curates in ministry so far and have had several Mixed Mode curates. Curates are in training and I encourage the parish to invest in them rather than continuously take from them.

A curate needs a broad training in all things to do with parish life, therefore their first year is more general and then they are given more responsibility in the following two years.

I always see a curate every week for at least 90 minutes.

Curates are always included in staff meetings, morning prayers, standing committee and PCC.

My role is to enable them into Anglican ministry and usually by the end of the 3- 4 years they are very keen and ready to be an independent visionary minister.

NB It is vital that you include a reference to the pattern of meetings you plan to establish with the curate if you are to train one, including times for prayer as well as business.

## **7. What is the likely role of the curate in future plans?**

It is planned that this Curate will go on to lead a Church Plant in the Milton Keynes Deanery.

## **8. Areas of particular responsibility for curate in training:**

That depends upon a Curate's ability and experience.

Usually in the curates second, third and fourth year they are given more responsibility.

Our present Curate leads Alpha, heads up our Evening Services and is a School Governor.

## **9. Accommodation (where applicable): please give details indicating whether house/flat, number of bedrooms, garage, availability of study, garden, etc.**

A 4-bedroom house is available for a curate in this parish with a small garden and a double garage.

## **10. Any additional information the incumbent feels it is important to give at this stage:**

### Pastoral & Prayer Ministry at St Mary's

Prayer ministry has always been an integral part of life at St Mary's. We don't have a lay leader for this ministry currently and would like to progress this area. Prayer ministry also happens during the service, when the Holy Spirit is moving.

Support through prayer is also offered outside of Sunday services through a confidential prayer chain.

One initiative set up by members of the congregation is a Facebook Prayer Line which has been an encouragement to many as needs are shared and prayers answered.

There are regular prayer groups; a daily morning group, a weekly early morning men's group and a group involving other churches praying for Bletchley.

Pastoral support is mainly offered through small groups; leaders and members alike are encouraged to support each other through the situations they are facing; and additional support is available for leaders. More complex issues can be referred to the pastoral leadership team. We are fortunate in St Mary's to have members of the church family who have valuable experience and qualifications in the area of pastoral care and are willing to give advice and help where appropriate.

Last but by no means least, there is a small team of people who have been meeting since 2009 with the specific aim of listening to God for direction within the church and through that developing a prophetic ministry in St Mary's. Membership of this group comes by invitation and the team is accountable to the church leadership. Prophetic words or pictures are fed back to the leadership to be considered and weighed.

### **Building Relationships**

The congregation at St Mary's is made up of all age ranges. From the many young families, to the older members of the congregation, the social networks that exist within St Mary's bridge generation gaps and give the feel of a large, extended family. Fellowship and building family is a large part of what we do at St Mary's, especially when it comes to welcoming new people, and throughout the year there are social events where relationships are built and deepened over a meal or a coffee.

As well as cultivating meaningful relationships with each other, the majority of the congregation prayerfully seek a closer relationship with God. Evidence of this can be seen in the groups of around 50 who attend New Wine or Spring Harvest every year, the seven members of the church family who have gone to train for full-time ministry in the last few years, and the St Mary's "H2H" (over 50s) group who have had weekend retreats. The activities and ministries that St Mary's offers give people the important space needed to reflect on and deepen their relationship with God.

**Dobbies Drop-in:** This monthly coffee morning is a relatively new ministry, but is showing steady growth. One of the small groups had the idea to meet in the same place, in the same coffee shop, once a month and offer people a chance to get to know each other out of the church context. It is open to all the church and generally has about 30-40 people who come along throughout the morning. It has really blessed the church family, especially those who still see themselves as new to the church and want to get to know people.

Examples of other social activities include groups centred around walking, art, badminton, and Monday night football.

### **11. Who should be contacted in the first instance?**

The Incumbent: Rev David McDougall

**12. What is the Parish/Benefice prepared to contribute towards the cost of a Curate?**

Housing is provided.  
Expenses will be paid in full.

**13. Does this application have the endorsement of the Deanery Pastoral Committee or equivalent?**

It has been discussed and agreed by the Deanery Mission Pastoral Committee and I am assured by the Area Dean Rev Tim Norwood that we will have full support to receive a Planting Curate at St Marys in 2018

## **St Mary's Bletchley**

### **Mission Action Plan: 2015-2025**

#### **Vision Statement:**

St Mary's church is a Jesus centred, all age, every member ministry, community focussed, evangelistic church that seeks to spread out to create new pioneering Christian communities.

***As your leader after prayer, reflection and consultation I believe the following areas are on the heart of God for the coming years in order to fulfil this vision.***

#### **Home:**

**Community:** Rooting St Mary's church more deeply into its local community through practical action and long term well planned service.

**Church Centre:** Build a purpose built church centre for the major needs of this thriving church.

**Church Staff Team:** Create a strong gifted staff team that will enable the growth, development and fulfilment of the vision.

**Church Training/Discipleship:** Develop leadership and discipleship streams to enable spiritual depth and increase leadership capacity.

**Church Yard:** Renew and make beautiful once again the closed graveyard around our Grade 1 historic church building.

#### **Away:**

**Pioneer Christian Communities:** Create new independent pioneering Christian communities in different geographical areas, starting with Newton Leys. Transplant into existing Anglican parishes in order to re energise and re envision them for Mission and Ministry.

**Key Priorities:**

1. Reach out to and root into its local community
2. Create a church centre and outreach facility
3. Create a leadership team to enable growth
4. Develop a discipleship and leadership training programme
5. Review and renews its historic church yard
6. Pioneer new Christian Communities

**Core Values of our Church:**

- + Reaching the unchurched: Mission
- + Applying the bible to life: Bible
- + Welcoming the Holy Spirit in all things: Holy Spirit
- + Worshipping the Father in Spirit and in Truth: Worship
- + Equipping everyone for Christian action: Discipleship
- + Enabling everyone to participate in church life: Service

**Biblical roots of this Mission Action Plan**

God is calling His people to feed the hungry and release the oppressed.

***"...if you spend yourselves in behalf of the hungry and satisfy the needs of the oppressed, then your light will rise in the darkness, and your night will become like the noonday. The Lord will guide you always; he will satisfy your needs in a sun scorched land and will strengthen your frame. You will be like a well-watered garden, like a spring whose waters never fail"*** Isaiah 58 v 10-11

Jesus calls His church to go and make disciples of all nations, baptising them in the name of the Father and the Son and the Holy Spirit Matthew 28 v 16- 20.

The call is to mission and discipleship in the knowledge that Jesus will be with us to the very end of the age.

Jesus His church to ***"shine like stars in the universe as we hold out the word of life"***, He calls us to unity of mind, love, spirit and purpose. Philippians 2 1-18

God is calling His church to 'every member ministry' which is at the heart of everything in this mission action plan. I Corinthian 12 and Ephesians 4 make it

wonderfully clear that every member has an equal and vital part to play in the church of Jesus Christ. We need each other to fully participate in offering our abilities, resources and time if we are to achieve the vision set out in this mission action plan.

God is calling His church to re-open old spiritual wells and dig new ones that will allow people to have life in all its fullness - Genesis 26 v15-35. This specifically relates to empowering churches that are losing the spiritual battle and pioneering new ones.

God is calling His church to make the most of every opportunity and be filled continuously with His Holy Spirit in order to live and work in His power Ephesians 5 v 15-21.

### **Prophetic Pictures or Words**

#### **Liquid Gold Picture: February 2015 David**

A large network of channels all leading to rectangular hollows which were filled and flowing with liquid gold and became independent radiant golden bars.

Possible meaning: St Marys spreading out over 10 years to create independent missional new and radiant Christian communities in many places.

#### **Large Golden Key:**

Large golden key given to each member all different shapes

#### **Golden Musical Notes: Sophie**

Golden musical notes drifting beautifully gracefully out of the church doors into Gods world.

#### **Wind Chimes: John Penny**

Wind Chimes being blasted and in chaotic clanging noise in Force 8 gale

Wind Chimes catching the steady wind, playing a beautiful song heard far away

#### **Castle and Drawbridge: John**

Castle on a Hill – full of people: drawbridge lowered and people pouring out into the land

#### **Boatbuilders Yard: John +**

Another ship has just been launched. There is now a clear up, acquisition of new materials, plans to be drawn up and then preparations to be made for another ship to be built. Each ship built is different.

## **Why do we need to make these developments?**

### **Community Outreach**

St Mary's is already reaching out and serving its community in several ways. This needs now be developed and coordinated in such a way that means that many more of our church members are engaged in such work and our mission is more fruitful in seeing people served and come to a living faith.

This will mean discovering and meeting some of the real needs of our local community. It will mean building bridges with different sections of our community and restoring their trust in Christians and Gods church.

### **Church Centre**

Our present Church Hall is unfit for purpose and does not provide the space we need for Children's, Youth, Outreach, Administrative and church staff accommodation. We need a new Church Centre that can achieve our needs and have capacity for future growth and development.

## **Church Staff Team**

Over the coming years we need to select carefully skilled staff with good Character, Competence and Chemistry if we are to see this team grow and if we are to achieve this audacious vision.

## **Church Training**

Every church in every denomination agrees that discipleship and leadership training needs are a priority. We continuously need more leaders and we also need people to become more deeply disciplined disciples of Jesus Christ.

## **Church Yard**

To make honouring and beautiful again the public space around our historic church building. In its present state it is sad and dishonouring.

## **Pioneer Christian Communities**

St Mary's Bletchley has over 30 year's experienced considerable numerical growth. The creation of new communities in different geographical areas would mean the spreading out of this church rather than becoming a mega church. Two Churches have been planted in the last 3 years.

## **In More Detail:**

### **1. Local Community Outreach**

#### **Specific**

A coordinated approach to serving and reaching out with Christian love to our community of Bletchley

Rooting St Mary's church members into the work and life of the Bletchley community

#### **Measurable**

Community Worker – paid member of staff

Community Team – voluntary

Co-ordinated church community outreach vision

Debt Centre

Job Club/Advice Centre/Addiction Ministry

Hope MK development for all ages

#### **Agreed**

Vicar, Wardens, Standing Committee, PCC and Staff team

Consultation with Diocese

#### **Realistic**

We are doing some community work already but needs bringing together and expanding

We have the skills in the congregation

We have people who will catch this vision

We have the financial capability

We have a building available if needed/other buildings are available

### **Time Bound**

A review of present community outreach by Summer 2015  
A worker appointed by September 2015  
A community outreach team created by Autumn 2015  
A local Debt Centre in 2016  
Money Advice/Jobs Club in 2016

### **Ethical**

Community work is already in the dna of St Marys but will expand and include many more people.  
It fits an Anglican and Oxford Diocesan vision 'Living Faith' in relation to 'Making a difference in the world'.

### **Recorded**

The goals for this must be visible to the whole church  
The goals need to be written down and measurable  
The goals must be recorded as they succeed and communicated clearly

## **2. Church Centre Development**

### **Specific**

Build a new Church Centre which houses the Children's work, Youth work, Outreach, Church Office and give offices for the whole Church Staff Team.

### **Measurable**

Appointment of Project Leader and Project Team.  
Design, process and assign contract.  
Raise the Funds.  
Build the centre and Open it!

### **Agreed**

Vicar, Wardens, Standing Committee, PCC, Staff team and Local Community.  
Consultation and agreement with the Deanery and Diocese.

### **Realistic**

We have an alternative venue at St Johns we could use during the build and or possible sold to raise capital for the new building.  
We have an old hall building with land that could be built on.  
We have enough numerical strength to run with such a vision.  
We have people skills within the congregation who might assist in terms of project leader/architects.

### **Time Bound**

Consultations begin September 2015.  
Consultation close by April 2016.  
Church Centre opened in 2020-2024.

### **Ethical**

The Present Church Hall is tired, out of date and unfit for purpose.  
The church already realises the need of space for Children and Youth work.  
Church Office space is already stretched.  
Church Staff have offices in isolation – there needs to be a team hub for fruitful and united working together.

### **Recorded**

The goals for this must be visible to the whole church and community  
The goals need to be written down and measurable  
The goals must be recorded as they succeed and communicated clearly

## **3. Create a Leadership Team to enable Growth**

### **Specific**

Create a strategic long term strong staff team

### **Measurable**

Appoint posts listed under time bound below.  
Create a staff Team Hub/centre

### **Agreed**

Vicar, Wardens and PCC  
Oxford Diocese and Deanery re Pioneer Curate and Curate

### **Realistic**

The staff team is weak at this present time.  
The diocese have agreed a Curate in 2016.  
The Archdeacon has agreed a Pioneer Minister for Newton Leys.  
The diocese have begun to look for a Vicarage - with our help.

### **Time Bound**

Children's Worker Part Time May 2015  
Church Office Administrator Part Time Sep 2015  
Community Worker appointed in 2016  
Pioneer Minister for Newton Leys in 2015/16  
Pioneer Curate for St Mary's June 2018  
Office Manager 2018  
Children's Intern 2016  
Youth Intern 2017  
Volunteer Coordinator 2018  
Bletchley Debt Centre Manager 2016/17  
Finance assistant – increased hours 2017

### **Ethical**

St Marys is a good training ground for Curates  
St Marys is a strong launching point for new pioneering work.  
Community work is on the heart of the people here.  
This fits in with the Oxford Diocese vision 'Living Faith' in relation to 'Shaping Collaborative Ministry'

### **Recorded**

The goals for this must be visible to the whole church and community  
The goals need to be written down and measurable  
The goals must be recorded as they succeed and communicated clearly

## **4. Discipleship and Leadership Programme**

### **Specific**

Enable Christians to become much more deeply disciplined disciples of Jesus Christ.

To enable Christians to integrate their faith into their whole lives.

To raise up and equip more leaders and volunteers.

To renew existing leaders with fresh training opportunity.

### **Measurable**

Number of courses run.

Number of participants.

Feedback reviewed.

### **Agreed**

Vicar, Wardens, Standing Committee, Staff Team, PCC and Church Members

### **Realistic**

Directors are already available.

Material and vision exists.

### **Time Bound**

Appoint Discipleship Director (Mr Andrew Walmsley) by September 2015.

Appoint Leadership Director (Rev Catherine Butt).

Run both during 2015 and into the coming years.

### **Ethical**

People really want this and will support these programmes.

It fits well with the desire and need for discipleship

It makes sure we cater for different development needs within the church family

It fits well with the Oxford Diocese vision 'Living Faith' in respect to Making Disciples

### **Recorded**

The goals for these streams must be visible to the church

Keep list of people attending courses

Feedback forms properly administrated

## **5. Church Yard Renewal**

### **Specific**

Create a beautiful public space.

Honour the deceased and their families.

To create an appropriate and welcoming approach/surround to a Grade 1 Listed church building.

### **Measurable**

Graves restored or cleared

Pathways renewed

Trees reviewed and pruned

Landscaping achieved

### **Agreed**

Vicar, Standing Committee, PCC, DAC, Council and Community

### **Realistic**

The church yard is unkempt.

Many graves have collapsed or in terrible disrepair.

The Pathway is worn out and dangerous.

The trees are overgrown, out of shape, in bad condition and ivy bound

### **Time Bound**

Pathway 2016

Tree's 2016

Graves restoration 2016 -17

Landscaping 2017-18

### **Ethical**

Honour the departed and their families.

Improving a public space for their benefit.

Enhancing the welcome and approach to a place of worship.

Improving the site of a much loved and valuable historical 12<sup>th</sup> Century Church building.

### **Recorded**

The goals for this must be visible to the whole church and community

The goals need to be written down and measurable

The goals must be recorded as they succeed and communicated clearly.

## **6. Pioneering Christian Communities**

### **Specific**

A small gathering of people meeting in a specific place who are reaching out to a particular area in order to form a Christian community.

A place where unchurched people are able to belong, to discover Christian faith and then learn how to live out their faith.

### **Measurable**

Committed leadership.

Committed participation of members.

Numerical growth.

Financial independence.

### **Agreed**

This would be in consultation and agreement with:

Vicar, Wardens, Standing Committee, PCC, Church members, Staff Team of St Marys

Oxford Diocese, Area Dean and Deanery of Milton Keynes.

### **Realistic**

Oxford Diocese is willing to find funding for 10 years ordained ministry provision.

Oxford Diocese is willing to purchase a new Vicarage in Newton Leys.

St Marys is big enough numerically to create these new communities.

We have enough leadership skills to give away.

We have enough skills musically, administratively and financially to give away.

We have enough geographical area to create new Christian communities within the geographical boundaries of the Parish.

We have people in our present church who live in different areas who could begin to worship and reach out more locally.

### **Time Bound**

A new missional community in 2016 in Newton Leys.

A new missional community by the end of 201 St Frideswide's Water Eaton.

A new missional community by the end of 2020.

### **Ethical**

All churches have been pioneered originally – it's an historic Anglican process.

We need to reach unchurched people where they live.

We cannot contain substantial growth in our present buildings.

We may have opportunities where we can use existing community buildings in the areas we want to reach out to.

It fits with the Oxford Diocese 'Living Faith' vision in relation to 'Creating Vibrant Christian Communities'

### **Recorded**

The goals must be visible.

The goals need to be written down and measurable

The goals must be recorded as they succeed and communicated clearly

### **Mission is different to Vision – the essential ingredients of ongoing mission that need to be found in every church are:**

- 1) Evangelism locally and further afield.**
- 2) Teaching that is relevant, applied and helpful.**
- 3) Small groups where people can build community.**
- 4) Discipleship for maturity of faith.**
- 5) Children's work that is fun and faith filled.**
- 6) Youth work that is relevant, exciting and faith filled.**
- 7) Mid week outreach that is inclusive and builds community.**
- 8) Pastoral work that caters for the needs of people.**
- 9) Communication that is up to date and imaginative.**

**Mission is the general work of the church.**

**Vision is specific to the uniqueness of a particular Church at a particular time.**

**Acts 2 v 42-47 holds some of the key Mission hopes that I have as leader of this local church:**

- ✓ Biblical teaching
- ✓ Eating together

- ✓ Praying
- ✓ Encountering –awe
- ✓ Unity
- ✓ Sharing resources
- ✓ Meeting together
- ✓ Sharing Communion
- ✓ Worshipping together
- ✓ Respected as a community
- ✓ Growing in number

It has always struck me that this biblically helpful description of church comes just after the recording of Pentecost.

**It is my experience and belief that a Holy Spirit empowered church will contain all of these wonderful characteristics.**

It is my hope and I believe our hope to display and work for these characteristics.

### **Why is the Local Church and its Mission so important to God?**

It is the...

1. Centre of Gods outreach to His world – Acts 2 v 47
2. Centre of the worship of His Son Jesus – Rev 5 v 11-14
3. Centre of the preaching of His Word – Nehemiah 8 v 4
4. Centre for His daily business – Titus 1 v 5
5. Centre – point of Gods heart – His bride Rev 19v 7
6. Centre of human and divine friendship – John 15 v 13
7. Central reason why His Son Jesus Christ died – Eph. 5 v 25 “even as Christ loved the church and gave himself for it”

### **Who Kills Vision?**

- **Pessimists – the optimist sees the donut the pessimist only sees the hole!**
- **Phobic’s – ruled by different fears**
- **Problematic’s – they just grumble and cause disunity**
- **Powerless- those who only see the giants in the land**

### **A Christian visionary is:**

**A person who sees what can be done for God and has the passion to do it.**

### **What cultivates Vision?**

- 1. Commitment**
- 2. Compassion**
- 3. Contribution**
- 4. Commonality**
- 5. Courage**
- 6. Communicators**

## **Smarter Goals Explained**

S for Specific: Exactly what is it we want to achieve: What, why, who, when and where?

M for Measurable: We must be able to track progress and measure how far we are getting with our goals.

A is for Agreed: Have we agreed with all parties that need to be engaged with the vision?

R is for Realistic: Our vision needs to be full of faith, however it also needs to live in reality and be in line with the overall vision. Is what we are planning achievable?

T is for Time-Bound: Goals need a deadline. When can we achieve our goal's. In this we need some short, medium and long term markers to see how we are progressing.

E is for Ethical: Is what we are planning fitting in with the vision and values of our church? Does it work for our wider community and diocese?

R is for Recorded: We need to record our goals and our progress towards them. Written goals are then visible and have a greater chance of being completed. Recording is necessary for planning, monitoring and reviewing progress.

Rev David McDougall  
Rector of St Mary's Bletchley



# St Marys Present Ministry Map: Feb 2015



