

# Minster 28

## A Vision Strategy for Beverley Minster 2025-2028

### Our Vision

The Minster's headline vision remains unchanged since the Vision Strategy of 2021. Based upon the vision of the Diocese of York, it expresses our calling under God to:

- *Become more Christ-like*
- *Reach people we currently don't*
- *Grow as a church of missionary disciples*
- *Transform our finances and structures*

### Theological Background

This vision reflects an understanding that the Church of God is:

- Attentive to God in Christ, not focussed on the church as such.
- Called to share in the mission of God to the whole world, not just to the Church.
- Incarnational, witnessing to the presence of God where people are.
- Relational, recognising that the gospel is lived out in communities.
- Embodied, taking seriously the presence of God in particular localities with their own buildings, structures and stories.
- Transformational, expecting the gospel of God's grace in Jesus Christ to bring change, life and growth.

This should also be read against the background of the 'Five Marks of Mission' summarised by the Church of England and Anglican Communion as follows:

1. To proclaim the Good News of the Kingdom
2. To teach, baptise and nurture new believers
3. To respond to human need by loving service
4. To transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation
5. To strive to safeguard the integrity of creation, and sustain and renew the life of the earth

## Recent History – at a glance.

In the autumn of 2021 the Minster PCC launched a Vision Strategy seeking to develop the life of the Minster across a very broad spectrum of activity. Following this we have seen God at work in the following areas:

### *New Congregations and Worship*

- The creation of the weekly '@9.15' Service aimed at adults without a traditional church background, which has become more established with new regular members, and new lay worship leaders stepping up. Numbers are usually around 35 – 45.
- 'The Crossing' congregation met weekly between 2021 – 2024 for families with pre-school children. It is currently on hold pending review of its format and sustainability.
- A re-launched monthly Taizé Service with a regional reach which regularly sees over 30 worshippers.
- A monthly informal worship service ('Encounter') run on behalf of the Deanery.
- The Minster choir and Junior Choir have both grown in numbers. Around 100 people are now involved in them.
- 8 Combined Services each year, bringing together the 9.15 and 11am congregations in creative acts of worship.
- A strong online presence in which most Minster services are livestreamed and which have a significant regular following.

### *Prayer and Spirituality*

- A re-constituted Prayer Team offering daily prayers and chaplaincy in the Minster, regular prayer meetings and training, and prayer for those in need.
- 'Press Pause' - a programme of Quiet Days through the year with visiting speakers.
- Spirituality Group, offering opportunities to learn about different ways of praying and expressing faith.

### *Pastoral Care and Ministry*

- A revamped Pastoral Team offering contact with those in need, Home Communion, over 40 services in Care Homes in 2024, emergency support, and bereavement support.
- A gradually growing range of social events, eg Burns Night, Summer Ceilidh, coffee after services, Food and Fellowship, and the Ladies' Lunch Club.

- The ministry team has been built up with the appointment of a new Curate and Mission Priest.

### *Engagement with Schools*

- Between 2021 – 2024 there was weekly Collective Worship led by the Minster team across four local Primary Schools. This is now twice a term with a view to deepening other ways of supporting our Church Schools.
- Developing school visits and workshops in the Minster run by grant-funded Learning and Engagement Officers and our own team of retired teachers.

### *Engagement with the Community*

- A partnership with Christian homelessness charity 'Hope Into Action' which has seen the purchase of a first house, by minister congregation members, for tenants with professional support aimed at changing lives.
- Re-vamped 'Time Out' as 'Minster Tots' for mums and toddlers.
- Support group for Ukrainian refugees and annual celebration of Ukrainian Independence Day in the Minster, with related art exhibition.
- Outreach to new housing areas with carol singing and leafleting.
- Growth of annual Christmas Tree Festival to include over 100 community groups.
- The Minster now attracts an additional 10,000 visitors p.a. compared with numbers before the pandemic.

### *Care of Creation*

- An active EcoChurch group running events to raise awareness of the environmental crisis as a spiritual and discipleship issue. The 'Gaia' exhibition and Eco-Fair was a highlight of 2023, attracting over 30,000 visitors.
- Achievement of Eco-Church Bronze Award.
- The creation of the 'Sanctuary Garden' wildlife area in the churchyard as a quiet space for visitors.

### *Faith Development*

- Two Alpha Courses run in 2024 with 7 adults being baptised and confirmed and others finding faith renewed.
- First 'SHAPE' Course run to encourage exploration of gifts and vocation amongst the Minster community.

- 2 new House Groups formed in 2024.

#### *Enterprise*

- The existing programme of events has been significantly extended with both outside and internally run events. The income generated has greatly increased.
- Marketing of events now has a dedicated volunteer social media manager.

#### *Administration, Finance and Safeguarding*

- The creation of the role of Director of Operations has greatly improved the efficient management of everyday operations, including events, HR, volunteers, H&S, GDPR etc.
- Since 2021 a new Parish Accountant and Treasurer have been appointed bringing greater clarity to our finances. Stewardship renewal and the Parish Giving Scheme have increased congregational giving.
- A new parish Safeguarding Officer is updating all policies and procedures.

#### *Capital Projects*

- After major conservation work on the nave roof in 2020-21, the next phase of work remained paused as further funding was sought by Two Churches One Town with only partial success.
- The creation of the Capital Works Board has improved co-ordination and communications between the Minster , Old Fund, The Friends and Two Churches One Town.
- The National Lottery Heritage Fund in late 2024 approved an early 'Expression of Interest' enabling development of a bid for £4 million towards the renewal of the Minster's east end roof, east window and lighting together with related interpretation and community work (the 'Destinations' Project).

### **Vision Strategy: Next Steps**

Minster 28 builds on the on the fruits of the 2021 Vision Strategy and seeks to update it for the period 2025-2028.

The format remains similar to before but the number of Workstreams has been reduced from 14 to 11. As before, the focus is on areas where we believe improvements can be made, meaning that much activity is not here acknowledged because it is seen to be working well.

The strategy in Minster 28 includes many elements from the 2021 Vision Strategy, but with a focus on discipleship, youth and children, and the place of music in our mission and ministry. It also takes forward the conservation of the Minster's fabric in accordance with the Quinquennial Inspection and the 'Two Churches One Town' programme of works.

A further development has been the acknowledgement that aspects of the vision for Beverley Minster may also be relevant for the daughter churches at Molescroft, Tickton and Woodmansey where they can benefit from the Minster's resources.

### **How Do We Prioritise?**

Minster 28 addresses a wide range of issues, and they cannot all be taken forward at once. As with the 2021 Vision Strategy, some elements are more urgent than others, although for different reasons.

In setting priorities, consideration may be given to:

Need *(eg lack of provision for key groups).*

Opportunity *(eg availability of grant funding, individuals with a particular calling or set of skills).*

Capacity *(eg availability of volunteers and leadership).*

Cost and Difficulty.

Discernment of the above with regard to our headline vision.

### **How Can I Help?**

Please reflect upon and pray about our Vision. Discuss it with others, share your excitement about what God is doing amongst us, and consider what you can offer to support it, in terms of time, money, prayer and encouragement.

Many members of our church family have said how they see the Holy Spirit at work in new ways amongst us. There is much we still want to do to bring God's transforming love to our communities and in our own lives, but we give Him thanks for the changes we have seen in the last four years.

Please use the **Vision Strategy Prayer:**

*Anoint us with your Spirit, Lord God,  
that our church may hear the voice of Jesus*

*and be transformed,  
to become more like him,  
to reach those we currently don't,  
to grow with a life that comes from you  
and to fling wide the gates of your kingdom,  
through Jesus Christ our Lord. Amen.*

VISION		WORKSTREAM	
<b>Becoming more Christ-like</b>	<b>The church in the Parish is a community where all are involved in inviting, welcoming and introducing people to Jesus through all church activities.</b>	1	<p>When we have ensured that there are clear pathways available for all those in contact with the church who want to explore faith further. In particular through:</p> <ul style="list-style-type: none"> <li>• Worship.</li> <li>• The Minster's civic role.</li> <li>• Youth, Children and Families activities.</li> <li>• Musical activities.</li> <li>• Commercial activities (Shop and Enterprise).</li> <li>• Heritage activities (Guides, Welcomers, Community Outreach team).</li> <li>• Pastoral activities (eg Baptisms, Weddings, Funerals).</li> <li>• Office contacts.</li> <li>• Social events.</li> <li>• Other volunteering opportunities (Gardening, Bell Ringers, etc.).</li> </ul> <p>When we have implemented a policy to ensure the welcome and inclusion of groups within the parish who might otherwise be marginalised or left out.</p>

	<p><b>The Minster is a place where the heritage of the building points people clearly to God:</b></p>	<p>2</p>	<p>When we have:</p> <ul style="list-style-type: none"> <li>• Ensured that the spiritual purpose of the building is clearly communicated and supported by volunteers, signage, use of space, and the balance of activities taking place within the building.</li> <li>• Ensured that visitors are warmly welcomed and supported (including signposting and chaplaincy support where possible, with opportunities to provide contact details, visitor comments, and prayer requests).</li> <li>• Implemented a policy to overcome barriers to visiting the Minster by marginalised or under-represented groups.</li> <li>• Developed a programme of school visits and workshops.</li> <li>• Developed a programme of pilgrimages and faith-based tours for adults and children.</li> </ul>
<p><b>Reaching people we currently don't</b></p>	<p><b>The church in the Parish is a community where God's story is shared in the world through word and action</b></p>	<p>3</p>	<p>When all in the church community are encouraged in their acts of loving service.</p> <p>When we are listening to and engaging with people in new housing areas locally.</p> <p>When we have developed our partnerships with key community groups, eg Beverley Children's Centre, Carers Support, Cherry Tree Centre, East Riding College, ERYC, Run With It, Tourist Information, VHEY and others in order to increase opportunities for cultural enrichment, learning, volunteering and wellbeing, especially amongst those most marginalised and in need.</p>

	<p><i>(continued)</i>  <i>The church in the Parish is a community where God's story is shared in the world through word and action</i></p>	3	<p>When we are creating regular opportunities for evangelism.</p> <p>When we have implemented a policy for the environmental sustainability of Parish activities.</p> <p>When we are an active part of the wider local and global sustainable community caring for God's Earth.</p> <p>When we all engage with and practice sustainable agendas in the way we organise our lifestyles.</p> <p>When we have agreed a path to being a net Zero Carbon parish before 2030.</p> <p>This is to be achieved by integration of Eco Church objectives into every aspect of the life and work of the Minster namely Worship and Teaching , Buildings , Land Use , Community and Global engagement and Lifestyle.</p>
<p><b>Reaching people we currently don't</b></p>	<p><b>The church in the Parish is a community where music is a prime means to glorify God, grow his church, and enrich the wider community</b></p>	4	<p>When we have:</p> <ul style="list-style-type: none"> <li>• Music outreach to serve schools and the community.</li> <li>• A shared induction process for new members of choir and congregation.</li> <li>• Developed music as a tool to deepen faith, including chorister formation and music at 9.15.</li> <li>• Integrated social activities between choir and congregation eg after Choral Evensong.</li> <li>• Released the musical gifts of choir and congregation in building fellowship.</li> <li>• Developed an appropriate programme of concerts, music</li> </ul>



	<p><i>(continued)</i>  <i>The church in the Parish is a community where music is a prime means to glorify God, grow his church, and enrich the wider community</i></p>	4	<p>events and fundraisers to raise the profile of the Minster as a cultural centre, broaden the Minster community and generate income.</p> <ul style="list-style-type: none"> <li>• Established with the PCC a common structure for fundraising for music.</li> <li>• Ensured that the choir and musicians are fully included in the Minster's internal communications.</li> <li>• Included choir members and musicians in the Minster's pastoral care system.</li> <li>• Ensured the means of staff recruitment and succession planning, including for the daughter churches.</li> </ul>
<p><b>Growing as a church of missionary disciples</b></p>	<p><b>The church in the Parish is a community where all are supported in their growth towards maturity in Christ at every stage of their journey:</b></p>	5	<p>When we have:</p> <ul style="list-style-type: none"> <li>• Developed a pattern of social events which enables relationships and belonging.</li> <li>• Fostered the use of the gifts, skills and experience of all in the life of the church, including leadership roles.</li> <li>• A regular means of encouraging members to join house groups or form other small groups that provide mutual support, with appropriate resources.</li> <li>• Developed a learning community for all stages of faith, drawing on the expertise of full time and retired clergy, Licensed and Authorised Lay Ministers.</li> <li>• A means of continually encouraging the life of prayer and fostering a sense of responsibility for one another's wellbeing.</li> </ul>

<p style="writing-mode: vertical-rl; transform: rotate(180deg);"><b>Growing as a church of missionary disciples</b></p>	<p><b>The church in the Parish is a community where young people and families are welcomed and grounded in faith:</b></p>	<p>6</p>	<p>When we have:</p> <ul style="list-style-type: none"> <li>• Clear pathways to faith offered to Baptism families.</li> <li>• Children and young choristers provided for at 9.15 and 11am.</li> <li>• A refreshed vision for 'The Crossing' that will ensure the offering is relevant.</li> <li>• Youth work developed and implemented as part of our discipleship across the Parish.</li> <li>• Youth and children's ministry delivered in the daughter churches appropriate to their opportunities.</li> <li>• Developed and implemented a strategy for engaging with primary and secondary schools and colleges.</li> <li>• All staff involved with youth and children's ministry are supported with mentoring, training and development.</li> <li>• Volunteers are recruited and trained to support this work.</li> <li>• Our youth and children's ministry includes succession planning and is organised, delivered and resourced to be sustainable.</li> </ul>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);"><b>Transforming our finances and structures</b></p>	<p><b>The church in the Parish enjoys effective communication through a wide range of channels</b></p>	<p>7</p>	<p>When we have developed a communication strategy for both internal and external information sharing across all media, to ensure the promotion and delivery of the church's mission.</p> <p>When our online offering provides:</p> <ul style="list-style-type: none"> <li>• A point of contact and welcome to those who wish to explore faith further.</li> <li>• Support to our parish through prayer and pastoral care.</li> </ul>

	<p><b>The Minster Parish is an organisation where its buildings are kept in good repair and its infrastructure is effective and efficient:</b></p>	8	<p>When we have enabled the Old Fund, Friends and Two Churches One Town to deliver the 10 year programme of conservation work and improvements to the Minster and ancillary buildings.</p> <p>When the Minster's facilities are fit for purpose in supporting on-site services and events.</p> <p>When AV and IT systems are up to date and being fully used.</p> <p>When the knowledge and expertise across the Minster Parish is accessible to the daughter churches to support them in addressing issues identified by their Quinquennial Inspections.</p>
	<p><b>The Minster Parish is an organisation which is financially responsible, efficient and sustainable:</b></p>	9	<p>When we have established clear models of funding, income generation, stewardship and budgeting for all elements of the mission and ministry of the Minster and daughter churches.</p> <p>When we provide clear information about income, expenditure, budgets and reserves, and encourage generous giving.</p> <p>When those with authority for expenditure have visibility and accessibility to agreed, budgeted funds with appropriate delegation of authority for its control.</p>
	<p><b>The church in the Parish is a community where staff and volunteers are enabled to develop their gifts and experience for the benefit of all:</b></p>	10	<p>When we have ensured that there are clear lines of accountability and management, and opportunities for training and development for all staff and volunteers, including those employed on temporary projects.</p>

	<p><b>The Minster is an organisation which is safe for all, having a robust safeguarding culture</b></p>	<p>11</p>	<p>When we have full confidence in all of our safeguarding processes, integrating where appropriate the daughter churches, to include:</p> <ul style="list-style-type: none"> <li>• Ministry team development.</li> <li>• Social, cultural and commercial events (including where appropriate externally organised) events.</li> <li>• School visits .</li> </ul>
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**Vision Steering Committee, January 2025:**

Jonathan Baker – Vicar  
Derek Kirby – Vision Strategy Convenor  
Rod McPhee – PCC Vice Chair  
Dawn Pollard – Church Warden  
Eileen Wallis – Mission Priest