

**Anglican Church
Arnhem-Nijmegen**



Waalbrug Nijmegen



John Frostbrug Arnhem

Building Bridges

*MISSION ACTION PLAN (MAP)
February 2020*

1. Introduction

Arnhem and Nijmegen, two cities in the east of The Netherlands, are geographically defined by their bridges. They have grown out of Roman settlements on the banks of the Rhine and the Waal river.

For many decades, we have held Anglican Church services in these two cities. We are part of the *Anglican Diocese in Europe* and thereby of the worldwide *Anglican Communion*. But we are also part of the fabric of our twin cities. We are globally linked but we are locally rooted at the same time.

In order to grow our local presence in Arnhem and Nijmegen, we have created this *Mission Action Plan (MAP)*. It is a work-in-progress; you are now reading the *September 2019 version*.

An important outcome of the process of working on this document in the past, was that in 2018, in our Annual General Meeting, we decided unanimously to meet every Sunday in both cities. Until then, our meetings had alternated between the two cities on Sundays. Since September 2018, we meet every Sunday in Nijmegen at 11 a.m. and in Arnhem at 5 p.m.

This change to meeting weekly in both cities was in many ways a step we took with fear and trembling. We were such a small group to start with! Now, a year later, we thank God and we are encouraged: The candle burns brighter.

Looking back at the past year helps us to depend more on the Lord God, to focus better on what must be done, and by the grace of God, we want to move forward and to further implement the *Vision Statement* of our Church.

2. Vision

We are a welcoming community of people who love the living God and all people, who together find healing, purpose, and growth, and who bear fruit for God's glory, honoring God the Father, through the grace of Jesus Christ and by the power and fellowship of the Holy Spirit.

3. Building bridges

Our Anglican community in Arnhem and Nijmegen is an expression of the Body of Christ. God, in his love, sent Jesus Christ as a bridge to draw the world back to him through his conciliatory life, death, resurrection and ascension.

God, the Creator of all things, is our Father. Jesus, as God's perfect image, is our Lord and our God. His life and his words define us as a community and as individuals: we believe in Him and we want to follow him lovingly and obediently as his disciples. The Holy Spirit is God present in our midst, always active to prod us to obey God. God is Three-in-One; we totally depend on Him. The heart of the lifestyle and message of Jesus was love and reconciliation. As we enjoy his love, we in our turn love God, and other people, and the societies we live in, indeed, this whole world. Jesus also defined what love means: not just words, but action for the benefit of others. In a way, it is about building bridges to others.

In our Anglican community we need to continually live this love and reconciliation. We are people from many nations and cultures, and love and reconciliation are the glue to hold us together. We warmly welcome everyone in our community. We come together each Sunday to meet with God through Holy Eucharist, by listening to his Word and by meeting one another. We study the Bible together, we pray, we meet throughout the week. We are learners, we are on the way. And we can uphold and support each other in our unique journey through life toward God.

Despite our imperfections, amazingly, God continues to love us. Jesus Christ is in our midst. The Holy Spirit empowers us. This love, presence, and power of God in our midst, transforms us. What would we be without him? We live in his Kingdom, and in his Kingdom he manifests himself, sometimes in rather lifechanging and miraculous ways.

As a community, we are God's bridge to our society: we learn the lessons about love and reconciliation (and so many other things) in church, but we do not learn this only for our own sake. We are also to plant the seeds of love and reconciliation in the societies we are part of. This is the mission of the church.

The metropolitan area of Arnhem and Nijmegen is in need of the glue of love and reconciliation. Our society struggles, among other things, with questions of unity and diversity, and for resolving this tension, the love of God is of ultimate value. We are called to be agents of love and reconciliation, as defined by our Lord Jesus Christ. When we come across hatred and walls between people, we tear walls down and we build bridges of love.

Bridges are built by teams. Some are architects, others are construction workers. But only by working together can we truly be the people and the church God wants us to be. This *Mission Action Plan* is intended to be the common plan of our whole church-community. Let us discuss and embrace this plan together as our target and as the route for the years ahead, so that we will be the bridge builders God wants us to be.

4. Strategic goals for the coming five years (2019-2024)

Based on our *Vision Statement*, at the end of 2024, we have through prayer and action achieved the following goals:

1. **Worship:** All people are welcome and experience and enjoy the presence of God in our midst.
2. **Discipleship:** All our regular worshippers are involved in personal Christian formation.
3. **Growth:** both our congregation of Arnhem and Nijmegen consist of 50 regular worshippers of whom 40 are adults and 10 are children.
4. **Pastoral care:** We offer satisfying pastoral care to all our members.
5. **Community:** We play a significant role in a concrete missional project both in our city and world-wide.
6. **Ecumenical relations:** We maintain good relationships with other local churches, and within the wider Anglican community.
7. **Administration:** We abide by what is commonly seen as *best practice* in the areas of administration, finances, communication and PR.

8. Leadership: We ensure serving, loving, lifegiving and bridgebuilding leadership as council and clusters in order to fulfil our vision as a church.

5. Tactical plans for reaching our strategic goals

In order to achieve our strategic goals we focus on the following areas:

1. Worship

- We organize excellent worship services as our primary form of worship.
- We worship in other, different forms besides our primary worship service, such as through an active Christ-centred lifestyle, through ministry, prayers etc.
- We present this world to God in our worship.

2. Discipleship

- We endeavour that every member is engaged in being a disciple and in discipling others.
- We organize regular prayer meetings.
- We organize Bible studies, retreats and discipleship courses.

3. Growth

- We engage in evangelistic outreach.
- We continually assess our worship services with the question if they still engage people.
- We hold services that focus on the felt needs of people.
- We are continually looking for growing our missionary presence in Arnhem and Nijmegen.

4. Pastoral care

- We continually assess the felt needs of our community.
- We provide home visits and holy eucharist at the homes of those who need it.
- We provide prayer for the needy in our worship services.

5. Community

- We play a significant role in the care for the needy in our city.
- We financially support and are prayerfully related to the world wide mission of the Church

6. Ecumenical relations

- We relate with the Anglican community in the Netherlands and worldwide.
- We relate ecumenically with churches in our cities of Arnhem and Nijmegen.
- We are involved as a community in an overseas missional project.

7. Administration, finances, communication and PR

- We have transparent administration, communication and financial management.
- Our administration and financial management abide by the standards of best practice.

- Our internal and external communication is always honest, speedy, respectful.
- For our communications we use the latest relevant media.

8. Leadership

We advise the council that;

- The clusters have developed their policy and are functioning as teams.
- The council continues to function well and positions are (in as much that it is possible) fulfilled.
- The MAP is executed.
- Leadership support and development is provided.

6. How we achieve our goals:

The appointed cluster committees propose their policies and procedures with tangible SMART goals to the council, and after approval work them out according to the agreed guidelines.

This is needed so through prayer and action have achieved our strategic goals at the end of 2024.

Order of priority

As a council we have decided to focus first on four clusters. They are the clusters 1, 2, 4 and 8. That means till the end of this year. Beginning 2021 the council will evaluate which cluster(s) we will than concentrate on.

Included you will find 3 policies of the clusters; discipleship (2), pastoral care (4) and leadership (8).

Regarding Worship (1) it falls mainly under the responsibility of our chaplain and is from that point of view different from a cluster. We are thinking this one through.

Cluster Discipleship

Members: Rev Jos Strengholt, Rev Adriaan Verwijs, Michelle van Dusseldorp, Jelle Huisman

Strategy:

All our regular worshippers are involved engaged in Christian formation: being a disciple and discipling others.

Tactical:

1. Our main tool for this will be the weekly worship service
2. We organise Bible studies, retreats and discipleship courses
3. We organise regular prayer meetings

In all three we aim at maximising participation and focussing on applying Christian knowledge in our lifestyle.

Concretely in 2020-2021:

In all we do we will be intentional about applying knowledge to a lifestyle of loving God and others. We focus especially on:

1. Our personal behaviour as leadership
2. Our worship service as a whole
3. Our sermons
4. A weekly study on Tuesday evenings by Zoom on To be A Christian, an Anglican Catechism, beginning in September 2020. Rev Jos and Rev Adriaan will lead this.
5. Our weekly prayer meeting in the home of Rev Adriaan
6. A Lent study program in April 2021, offered by Rev Dorienke.
7. A Commitment Retreat: ca. May 2021: details to be decided in October 2020.

Evaluation in February 2021:

In February 2021 we will evaluate whether this is done effectively, and based on that evaluation, adapt our ministry. This evaluation will be

1. self-evaluation of leadership
2. about the numbers of participants (head count)
3. about the programs offered (do participants and leaders think it was discipleship-oriented),
4. it will also entail a self-evaluation by as many participants as possible. ('Did I grow through it')
5. The Lent study program will be evaluated in May 2021.

Cluster Pastoral Care

Members: Rev Adriaan Verwijs, Rev Jos Strengholt, Dorienke de Vries)

Strategy:

We offer satisfying pastoral care to all our members.

Tactical:

1. We continually assess the felt needs of our community.
2. We provide home visits and holy eucharist at the homes of those who need it.
3. We provide prayer for the needy in our worship services.

Concretely in 2020-2021:

In all we do we will be intentional about caring for our members: body, soul and spirit. We focus especially on:

1. Our personal ministry and behaviour as leadership
2. Our worship service as a whole
3. We offer the option of personal prayer for pastoral matters or for health in most of our worship services
4. Our sermons
5. Our weekly prayer meeting in the home of Rev Adriaan, with Chris Los
6. A Lent study program in April 2021, offered by Rev Dorienke
7. A Commitment Retreat: ca. May 2021: details to be decided in October 2020
8. The chaplain endeavours to visit all members at least once a year.
9. Elderly or sick people are visited as often as deemed needed and suitable and receive phone-calls and other signs of attention: This is organised by the ministry team.
10. We offer the possibility of celebrating Holy Eucharist in the homes. This is organised by the ministry team.
11. Twice a year we organise a Sunday-worship service focused on prayer for healing.

Evaluation in February 2021:

In February 2021 we will evaluate whether this is done effectively, and based on that evaluation, adapt our ministry. This evaluation will be

1. Self-evaluation of the ministry team about personal behaviour
2. Self-evaluation of the ministry team about programs mentioned above
3. It will also entail a self-evaluation by as many participants as possible. ('Did I feel my pastoral needs were met')
4. The Lent study program will be evaluated in May 2021.

Cluster Leadership (Council, oversight tasks clusters, leadership development, Mission Action Plan).

Members: Cris van Dusseldorp, Rev Adriaan Verwijs, Jelle Huisman

Strategy: We ensure serving, loving, life-giving and bridgebuilding leadership as council and clusters in order to fulfil our vision as a church.

Tactical:

We advise the council that;

1. The clusters have developed their policy and are functioning as teams.
2. The council continues to function well and positions are (in as much that it is possible) fulfilled.
3. The MAP is executed.
4. Leadership support and development is provided.

Concretely in 2020-2021:

In all we do we will be intentional about leading our members: body, soul and spirit. We focus special on:

1. Living and leading by example as leadership cultivating love in our community.
2. Advise our council.
3. Endeavors facilitating at least one (fun) teambuilding moment as well as one leadership development moment.
4. Making the clusters operational by the end of 2021 and have functioning teams.
5. Ensure that in the next policy document for 2022 all the clusters are represented.

Evaluation in February 2021:

In February 2021 we will evaluate whether this is done effectively, and based on that evaluation, adapt our ministry. This evaluation will be:

1. Self-evaluation of the leadership team and church leadership about personal behaviour.
2. Self-evaluation of the ministry team and church leadership about programs mentioned above
3. It will also entail a self-evaluation by as many participants as possible. ('Did I feel that I was lead well')