



Friends Of Droxford Church

Five Year Strategic Plan June 2022 - May 2027

Our Values

As trustees and members of FODC, our work is underpinned by a set of shared values: Community, Love, Trust, Inclusion, Enthusiasm (as illustrated in our logo above).

At our stakeholder event in February, these were identified as the five most important values that people shared across the main stakeholder groups.

Objects of Constitution

The Church Building

For the benefit of the public to maintain, repair, restore, preserve, improve and enhance the fabric of the church of St Mary and All Saints, Droxford, in the Diocese of Portsmouth, its monuments, fixtures, fittings, furniture, stained glass, ornaments and other chattels in its churchyard.

The Heritage of Droxford and The Church

To advance the education of the public in the heritage of the church and the local area by providing information on its history and architecture.

The Community Hub

To promote activities for the benefit of the inhabitants of Droxford Parish and its neighbouring districts without distinction of age, sex, race, political, religious or other opinion, by associating the statutory authorities, voluntary organisations and inhabitants in a common effort to advance education and to provide facilities or activities in the interest of social welfare , for recreation or other leisure-time occupation with the object of improving the conditions of life for the said inhabitants.

OUR AIMS

1. Events and Activities

We aim to satisfy our Objects by engaging with the village community so that more people and a wider range of people use the church building. We will do this by facilitating, encouraging, promoting, supporting and organising events and activities which are appropriate to the spaces available in the church and churchyard, which complement other spaces in the village, and which are consistent with our Objects.

- Grow the number of attendees at existing church services, and foster new events and activities
- Cater for wider range of demographics
- Build relationships with community groups
- Junior School/Montessori/Scouts more involved
- Enhance Heritage section and church interpretation
- Promote and encourage events, activities and availability of space for community groups

Objective	Lead	Timing	Resources ££/ Time	Evaluation/ Success Criteria
Map out existing events and identify gaps. Plan and deliver fundraising events aimed at raising target amount	SS JK	By September 2022	Expenditure funds (to be agreed) Annual Target £4000	Was annual target achieved?
Analyse questionnaire to identify need	JK	May 2022	2 hours	Have trustees applied SMART criteria to ensure priorities are feasible?
Meet with Montessori/ Droxford School/ Scouts to ascertain need.	JK	By end of summer term 22		Are groups using the church throughout the year on a regular basis, to deliver relevant areas of their curriculum?
Work with PCC/ DCH to agree a joint annual events programme. Shanty Head/ annual Arts Exhibition/ one other to be arranged	SS JK	July 2022		Were the events, which took place, well supported and did they each achieve the target funds? Measure 'building relations' with evaluation tool.

2. Communications

We will communicate between ourselves and with our village stakeholders in an open and respectful manner consistent with our values. We will consult and publish our plans for change and encourage open access and participation. We will build relationships based on shared objectives and common interests.

- Welcome and hospitality and 'who to contact'
- Respectful of religious and minority sensitivities – always true to our values
- Effective communication systems including noticeboards, websites, social media and meetings
- Collaborative planning and consultation
- Regular opportunities for voluntary stakeholder groups to collaborate in delivering specific events.

Objective	Lead	Timing	Resources ££ / Time	Evaluation/ Success Criteria
Review FODC Website ensuring all information is current (past 12 months). Test trial to ascertain navigation effectiveness; Redesign pages accordingly. Lead person to update regularly and at least monthly. Engage a website developer.	SS JK	June 2022 -	£? To engage technician.	Does analysis of data show a significant increase in visitors to the website? Feedback from Droxford residents
* Summary of website updated monthly on Facebook/ Droxford WhatsApp groups/ Community Chat and Noticeboard.	SS JK	June 2022		Does data analysis show a significant increase in visits to Facebook? Is there an increase in responses on Droxford Community Chat?
Regular news update, bi-monthly in Bridge Magazine	JK	June/July 2022.....		

<p>Review annual 'meeting structure' with PCC and DCH Ensure FODC Agendas focus on continual review and evaluation of its 5 year strategy. *Identify 'cross over' with DCH/ PCC Strategies</p>	JK	June 2022		<p>Evaluation / questionnaire to members of each group. What went well? What could we do better?</p>
<p>Identify joint fundraising opportunities/ projects to continue building good relations with PCC/DCH (Summer/ Autumn Events for 2022)</p>	TH JS SS JK JH NC	July/Dec		<p>Evaluation tool shows positive response overall.</p>
<p>Create a robust system (recommended by Charities Commission) to recruit members and trustees</p>	TH JS			
<p>Audit skills of existing trustees/ members and identify gaps. Agree Person Spec and Role Description, identifying particular skills required to deliver the strategy plan.</p>	JK SS			
<p>Use a range of recruitment methods as recommended by CC.</p>	TH JS SS			
<p>Meet with PCC to consider CCTV security solution and confirm need for greater security.</p>	TH PR	September 2022		<p>The need for CCTV considered using historical data of incidents and risk.</p>

3.Small Building Enhancements

With endorsement and support by the PCC, we will seek to enhance the building and its fixtures to facilitate its uses and the community activities which will take place in and around it. We will prioritise outstanding work identified in the quinquennial report.

- Regular maintenance and practical refurbishments
- Audio-visual systems, streaming, and music facilitation
- Enhance outside areas and accessibility
- Storage
- Lighting
- Heating

Objective	Lead	Timing	Resources ££ / Time	Evaluation/ Success Criteria
<p>Plan to address the priorities outlined in the quinquennial report i.e. works to be completed in 12 months and 18 months.</p> <p>See quinquennial report items:Damp in parish office.Repair newel post. Repair weather vane.</p> <p>Removal of moss and vegetation. Masonry repair. Repair broken glass. Repair gutters and down pipes, and remove moss and vegetation. Repair door light. Replace fascias and decorate. Repair to cabling. Repair ironmongery to door.</p>	TH JH	Quinquennial category A completed by June 2023, category B completed by December 2023	<p>£593 Category A</p> <p>£7084.00 Category B</p> <p>FODC fundraising DCH/PCC</p>	Works completed satisfactorily
Organise work to be carried out in refurbishing the tower	TH JH	September 2022	£? Volunteers	Work completed successfully.

<p>Prioritise Voluntary-led Projects</p> <ul style="list-style-type: none"> -Churchyard clean up and management -Heritage Website review and improvements. -Exhibition and Heritage display equipment -Toddler and Children facilities including toys 		<p>September 2022</p> <p>September 2022</p> <p>Early 2023</p> <p>2022</p> <p>2022</p>	<p>£200 per project for expenses and equipment.</p> <p>£1000 FODC-through fundraising.</p> <p>PCC to fund toys for children's corner</p>	
<p>Installation of an Audiovisual System (digital sound, video, streaming, recording)</p> <p>Commission design and specification. Determine accurate costs and start 'Restricted Fund' in FODC.</p> <p>Apply for Faculty approval to install system</p>	<p>JS</p>	<p>Complete 2024</p> <p>September 2022</p> <p>June 2022</p> <p>2023</p>	<p>To be costed Some parts volunteer led</p> <p>Target £5,000 - £10,000</p> <p>Apply to DCH Grant Application for starter funds. Total FODC £1000</p>	<p>Audiovisual System installed and being used by different community groups</p>
<p>Respect heritage of Corona Light</p> <p>Restore and move Brass Corona light from Community Room to Lady Chapel. Replace with improved lighting in Community Room</p>	<p>TH JDB</p>	<p>September 2022</p>	<p>Funded by private donor/ DCH</p> <p>Budget 2022 £500</p>	<p>Installation of Brass Corona light in Lady Chapel has been carried out sensitively and satisfactorily.</p> <p>New improved lighting installed in Community Room area satisfactorily.</p>

4. Structural Building Changes

With endorsement and support by the PCC, we will seek long-term improvements in the building to continue to make it fit for purpose in the 21st Century, whilst respecting its 800 year old heritage.

- Flexible Spaces and moveable seating
- Consider need for flexible screening of the Lady Chapel in the future
- Increase footprint and usability of kitchen
- Improve sustainability and aim for Net-Zero Carbon output.

Objective	Lead	Timing	Resources ££ / Time	Evaluation/ Success Criteria
Further purchase of additional chairs to build on PCC's phase 1 plan.	TS JH	June 2023	£	New Chairs and remaining pews, together enable flexible use of spaces in the church.
Consider viable options and carry out feasibility study for extending area of kitchen.	TH/ JDB	July 2023	£?	
Research Carbon-zero output options, available on the market. (investigate destratification fans) Report pros and cons of each for feasibility study.	TH/ JDB	July 2023	£?	Research enables Trustees , DCH and PCC to make an informed decision.

Summary of Year 1 -2022/23 Milestones

Category A and B priority works on the Quinquennial Plan has been completed

Tower area has been refurbished

Committee membership includes a range of representation and complimentary skills.

Improved communication systems in place and operating effectively.

FODC /PCC/ DCH are working collaboratively to deliver annual events.

Finalising plans for Audiovisual and installation in 2023

Range of suitable options explored and for 'Net Zero-Carbon Output'.

Summary of Year 3 -2023/26 Milestones

Number of worshippers have increased and the church is being used by more people, for a range of activities. People who use the church are representative of the wider community.

FODC/DCH/PCC work collaboratively to plan and deliver regular, annual, fundraising events.

Droxford Junior School and Montessori Nursery use the church building regularly to support relevant areas of the curriculum.

Completion of installation of audiovisual system.

Summary of Year 5 - 2026/27 Milestones

Increase in use of church and hub?

New seating installed , enabling flexible use of spaces within the church

Measurable improvement in Sustainability and Net Zero-Carbon Output