



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

RED: A warning that cannot be ignored (the project has serious issues)

AMBER: A warning (the project has some issues.)

Green: The project is on track (with no serious issues.)

See https://best_outcome.com/projectrag

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	October 2023 RAG Evaluation Red: Amber: Green:

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.....			
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	JK	June 2022		Evaluation / questionnaire to members of each group. What went well? What could we do better?	

Identify joint fundraising opportunities/projects to continue building good relations with PCC/DCH (Summer/Autumn Events for 2022)	TH JS SS JK JH NC	July/Dec		Evaluation tool shows positive response overall.	
Create a robust system (recommended by Charities Commission) to recruit members and trustees	TH JS				
Audit skills of existing trustees/members and identify gaps. Agree Person Spec and Role Description, identifying particular skills required to deliver the strategy plan.	JK SS				
Use a range of recruitment methods as recommended by CC.	TH JS SS				

3.Small Building Enhancements

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	October 2023 RAG Evaluation Red: Amber: Green:
<p>Plan to address the priorities outlined in the quinquennial report i.e. works to be completed in 12 months and 18 months. See quinquennial report items: Damp in parish office. Repair newel post. Repair weather vane. 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 £7084.00 Category B 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.	

Prioritise Voluntary-led Projects -Churchyard clean up and management -Heritage Website review and improvements. -Exhibition and Heritage display equipment -Toddler and Children facilities		September 2022	£200 per project for expenses and equipment.		
		September 2022	£1000 FODC- through fundraising.		
		Early 2023 2022			
		2022			

4. Structural Building Changes

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
- Flexible screening for Lady Chapel
- Increase footprint and usability of kitchen
- Improve sustainability and aim for Net-Zero Carbon output.

Objective	Lead	Timing	Resources ££ / Time	Evaluation/ Success Crireria	October 2023 RAG Evaluation Red: Amber: Green:
<p>Installation of an Audiovisual System (digital sound, video, streaming, recording)</p> <p>Commission design and specification. Determine costs and start 'Restricted Fund' in FODC.</p> <p>Apply for Faculty approval to install system</p>	JS	<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 Brass Lecturn and Corona.</p> <p>Restore and move Brass Corona light from Community Room to Lady Chapel. Replace with improved lighting in Community Room</p>	TH JDB	September 2022	<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>	

<p>Meet with Tony Forrest to review new seating in church.</p> <p>Consider and plan fundraising e.g to sponsor a chair</p> <p>Paint and relocate pews for outside area</p>	JS TH	By September 2022	<p>Funded by specific donor campaign-memorial plates on chairs.</p> <p>FODC budget to be confirmed</p>	<p>New seating in place. Specific donor campaign successful.</p> <p>(Number of chairs?)</p>	
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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

Plan in place for sustainable and 'Net Zero-Carbon Output'.

Summary of Year 3 -2023/26 Milestones

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.

Flexible seating installed in the church.

Enhancements to Lady Chapel in place.

Completion of installation of audiovisual system.

Installation of improved lighting and heating.

Summary of Year 5 - 2026/27 Milestones

Increase in use of church and hub?

100% flexible seating installed in the church

Sustainability and Net Zero-Carbon Output