



Church Development Plan

December 2025

Plan at a glance

Priority	Focus	What success looks like	Horizon
1	Sustainable building & flexible space	Net Zero pathway, practical energy projects, and adaptable space for church and community use.	2030 / phased
2	Faith & Discipleship	Regular courses, prayer opportunities, and small groups that help people belong, learn and pray.	Ongoing
3	Community service, outreach & communication	Cobham Hub partnership, children and youth activity, inclusive ministry, and community-facing events. Use stories, images and video to show the life and vitality of St Andrew's	Dec 2025–Dec 2026

How to use this plan. Each priority below sets out the intended outcome, the action list, lead ownership, dependencies and target timing. Dates marked “TBD” or “ongoing” remain as recorded in the source plan.

1. Sustainable building & flexible space

Wider aim Become more energy efficient, provide a sustainable and comfortable environment, move towards Net Zero Carbon, and create flexible space for church and community use.

Diocesan goal Growing Community	Review PCC meetings; Property Committee; Standing Committee; semi-annual reviews; 2030
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Action / outcome	Owner	Resources / dependencies	Target	Sept 2026 update
Partner with Guildford Diocese as a Net Zero Pioneer and establish a full, time-bound Net Zero plan.	Property Committee; PCC; Churchwardens	Diocesan Net Zero Team; planning time	Apr 2026	
Complete Phase 1 (12 months) energy-efficiency works and reduce reliance on gas: draughtproof church windows; replace floodlights with LED; bell tower and spire maintenance	Property Committee	Contractors; quotes; Faculty & PCC approval; fundraising	Dec 2026	LED lights installed. Remaining areas being evaluated due to upcoming vacancy period and faculty approval requirement.
Develop a Phase 2, medium-term (2–3 year) plan: under pew heaters for chancel, overhead infrared heater in the Memorial Chapel, electric wall panel heaters in vestries, tower and kitchen/toilet. feasibility studies for air-to-air or water-source heat pumps; under-pew heating in central nave; heating at front of nave area – pulpit, dais, lectern	Property Committee; Standing Committee; PCC	Diocesan Net Zero Team; feasibility surveys; contractors' quotes; Faculty approval; potential grants	Plan agreed mid-2026	Further action on hold until after vacancy.
After successful heat-pump installation/performance, progress removal of North and South aisle pews and potential organ relocation to create flexible space (subject to archaeological survey and Faculty approval).	Property Committee; Standing Committee; PCC	DAC guidance; archaeological survey; Faculty approval; grants/funding	Dec 2027	PCC approval on pew removal. Further action on hold until after vacancy.
Deliver flexible-space benefits: general hospitality, Cuppa & Chat, expanded noticeboards and information area, displays and exhibition space (church, school, community), small groups, wedding preparation and bereavement courses, alpha, charity use and appropriate commercial partnerships.	Ministry; CGH Committee; PCC; community teams	Volunteers; administration coordination; furnishings; funding	2028 onwards	
Evaluate a long-term Phase 3 (10 yr) option for alternative carbon-neutral solar electricity.	PCC	Diocesan Net Zero Team; DAC guidance; contractors; Borough Council; funding	TBD	

Planning note. If a water-source heat pump is feasible, pew removal would not be required for ecological reasons; removal may still be needed in the south aisle, and potentially the north aisle, for community use.

2. Faith & Discipleship

Wider aim Deepen personal faith and discipleship by moving more individuals from Community to Committed to Core.

Diocesan goal Growing Disciples	Review December
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Action / outcome	Owner	Resources / dependencies	Target	Sept 2026 update
Run four self-contained courses each year: a Beginners/Seekers course (such as Alpha) in January; Lent; a June summer course; and Advent.	Ministry Team;	Alpha many resources needed	Alpha organisation complete 14 Dec 2025; other courses ongoing	Being actively pursued
Explore podcasts for youth and others for Advent.	Claire C	TBA	1 Feb 2026	In hand
Hold contemplative prayer session(s).	Mike B	TBA	TBA	In place
Grow and encourage small groups organically from the courses, using the strapline “Belong, learn, pray”.	Ministry team & course leaders	TBA	Ongoing	

3. Community service & outreach

Wider aim Serve the needs of the wider community with the hope of sharing the Gospel.

Diocesan goal Growing Diversity • Growing the Kingdom	Review January 2026
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Action / outcome	Owner	Resources / dependencies	Target	Sept 2026 update
Work with Walton Charity and local community groups to take over the running of the Cobham Centre for The Community from Elmbridge BC. New Vision for the Cobham Hub: Youth Centre After School Club Big Praise Party Make Lunch (TLG) Community Church Location (Possible Kingsgate Partnership)	Mike B Charleen H David T	Legal and HR advice from Walton Charity	Bid outcome Dec 2025; transition Dec 2025–Mar 2026; operation from Apr 2026	Much delayed by Elmbridge BC, but transfer just done and plans being progressed
Offer “Hymns We Love”; resume Messy Church; and hold a playground service at St Andrew’s School.	David G Elaine B Mike, Shirley, Elaine	Course materials Venue and volunteers School permission	April 2026 June 2026 July 2026	Hymns - Materials ready but waiting for a date.
Interpret and apply the Racial Justice Covenant	Moni B and David G	Diocesan Enabler	Oct 2026	PCC adopted revised Covenant July 202
Identify new locations for Party in the Park.	Shirley and Elaine		Aug 2026	
Put together a communication plan - Improving our communication for each event. Use of testimonies, videos and pictures of events on the church website and other social media platforms to show the full life and vitality at St Andrew’s.	David G, Claire C, Elaine B	Diocesan comms team and National Church training		Revised weekly newsletter introduced using Canva and transfers to website. New weekly ‘Things to Celebrate’.

Please note: due to circumstances changing, the information on the Cobham Centre/Hub is out of date.