

Glasgow and Galloway Mission Action Plan



Name of Charge East End Team

Name of Facilitator Isobel MacNaughtan

MAP Completed

Strategic intent is growth

Stage 1: Why are we going for Growth?

<p>Review <i>- your Church as God would see it</i> <i>- where God has been, and is, at work in the community and in church</i> <i>- what needs to be retained or relinquished</i></p>	<p>A group of 10, members of St. Kentigern's, St. Serf's and St. John's met on Saturday, 9th March 2013 to begin the process of Mission Action Planning. In an intense morning devoted to discerning God's guidance for the future, the group discussed hopes and fears, current strengths and weakness and created a plan for the next stages of Mission Action Planning. The richness of this meeting cannot be fully recorded except in the hearts and minds of those who were present. Evident throughout was the passion and commitment which the group felt for their congregations and for finding their way forward in mission and growth.</p> <p>Many strengths emerged through the discussion and some of these are noted below. Two members of the group had joined more recently and could still remember the newcomer perspective.</p> <ul style="list-style-type: none"> • Lovely people • Very welcoming • Worship – reflective, participative • Small physically and more intimate • Service for kids • Generous hospitality • Young church at S. Serf's. • Children have their place • Team of worship leaders • Rota of readers • Know each other • Friends but speak our minds • Calm leader • Accommodate each other; know when to bend, when to stay straight • Two talented organists • Serving group • Lot of teachers • Baptisms • Traidraft • Community groups use premises • Physical connection with each other through the roads, the hospitals etc • Immense commitment to the whole team
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- Love for the church
- Experience of creating positive change after difficulty – in small ways, chipping away at things.

THE HISTORY OF THE EAST END TEAM

The story of the coming together of these three churches stretches back in the memory of some of the members to the time when Christchurch in Barrowfield closed in 1971. Christchurch was a church which was seen as ‘belonging to everyone’. From there members took up their membership of other churches. Subsequent closures led to the forming of the charge of St. Kentigern’s. St. John’s and St. Serf’s became a joint charge in 1917 and St. Kentigern’s joined in 1995 to form what was described as the East End Team. There are legacies from the past some of which are difficult to deal with, some of which are optimistic:

- There is a continuing distrust of the diocese and its attitude to the team.
- The congregations have continued to recruit more new members who describe their new congregations as “lovely people. welcoming, friendly”
- There is a history of building anew from time of difficulty. The group demonstrated a commitment to one another and to forging a future where connections became stronger.

HOPES

That we grow together, feel more connected, do more things together

Increase numbers

Gradual increase

FEARS

Declining numbers and age leading to less outreach

Regarded as unimportant to the diocese – lose another church and minister

Diocese stops support

WE TRUST IN:

God

One another

The clergy

Starting from the same point

Not looking back

The future

Pilgrimage



COMMUNITY AUDIT

The community audit was presented to the joint congregational meeting on 6th October. There were imaginative displays of the community research which demonstrated the incredible changes over the decades in the work and leisure life of the community. The group had also investigated the heritage of the East End teams. The change from production to service industry was of particular interest. The resilience of the East End team was also demonstrated.

WHAT DID WE LEARN FROM THE COMMUNITY AUDIT

- The extent of the 'catchment' area for the East End team. How large it is: from the High Street to Baillieston and north and south from Easterhouse to Carmyle
- There is more going on of a sociable nature. Cafes, leisure, people meeting.
- The family history is a factor in the present situation
- We are strong and adaptive
- There is a big loss of industry
- Virtually all of the congregations connect to Christ Church
- Things that used to happen in the church now happen elsewhere or not at all
- New church communities in the area often are insular
- Chaplaincies to university and hospital are now formal appointments so there is not the same access to these populations.

WHAT OPPORTUNITIES DO WE OBSERVE

- Immigrant community coming
- Housing offices and associations
- Commonwealth games



	<ul style="list-style-type: none"> · Buildings · Groups already come to us · Open Sunday · We are an inclusive church – St. Oddments.
<p>Check: <i>understanding of each strand</i></p> <p>Appraise, affirm and celebrate: <i>with regard to each strand of the strategy, we exhibit the following strengths ...</i></p> <p>Assess: <i>with regard to each strand of the strategy, we suffer from the following weaknesses....</i></p> <p>Investigate: <i>with regard to each strand of the strategy, we detect the following opportunities...</i></p>	<p>INVESTIGATION OF THE STRANDS</p> <p>Three areas were explored:</p> <p>A) Appraise, affirm and celebrate....we exhibit the following strengths.</p> <p>B) Assess....our weaknesses.</p> <p>C) Investigate.....we detect the following opportunities.</p> <p>Strand 1 Children and young people</p> <p>A) Sunday school; Tictacs; Dance classes; Children’s service.</p> <p>B) Not a Sunday school in every church; older population in area (<i>facilitator note – this differs from some of the results of the community audit</i>); attitudes; assumptions.</p> <p>C) Involve Sunday School more in what they do – take service; dance show fundraisers.</p> <p>Strand 2. Worship, prayer and spirituality</p> <p>A) Joint services; Lent/study groups; choice of worship services/liturgy; prayer days; extra services – Feast Days; retreat; worship leaders.</p> <p>B) Three churches - not enough clergy; liturgy (?); Music (e.g. holidays)</p> <p>C) Churches open for silent prayer etc; congregational involvement in hymn choices/books used etc.</p> <p>Strand 3 Learning and discipleship</p> <p>A) Study activities: Book, films, bible; Confirmation class (2014)</p> <p>B) Unsupported initiatives.</p>



	<p>Strand 4 Numerical Growth, Welcome and Integration</p> <p>A) Welcoming; family orientated; integrating “minorities” (inclusive); sustainability</p> <p>B) Small numbers (eg holidays); Service of the Word.</p> <p>C) Advertising; raising awareness; New people - recognition of talents and skills</p> <p>Strand 5 Missional leadership</p> <p>A) Mission to seafarers; seasonal retiring collections for international concerns; support for diocesan initiatives eg Lent Appeals; Traidcraft.</p> <p>B) Restricted “Connections between financial gift and capacity of church to be active</p> <p>C) ‘Outside’ speakers to address.</p> <p>Strand 6 Imaginative outreach into local communities</p> <p>A) Use our available spaces quite well: Tictacs; dance class; Al-Anon; Quakers; Sandyhills CC; Sunday school; newsletter.</p> <p>B) Limited numbers and resources; concentrated age ranges</p> <p>C) House groups? Develop our social programme</p>
<p>Communicate: <i>How has everything so far been communicated?</i></p>	<p>Presentation at team service by members of MAP team Display of Community Audit Continuing display of map developed with community audit.</p>

Stage 2: What will our Growth Strategy involve?

<p>God’s call to growth.</p> <p><i>Having thought about the challenges for each strand, discern your overall strategic response.</i></p> <p><i>(i) what is your vision of the way of life God is calling you to?</i></p> <p><i>(ii) what values do</i></p>	<p>Vision:</p> <p>To be a church for all in the community. Growing the kingdom and growing in our discipleship of the Lord Jesus Christ.</p> <p>Our Values:</p> <p>Open- minded - Inclusive</p> <p>Embracing – nurturing</p> <p>Loyalty - Thick and Thin</p>
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<p><i>you need to have for this growth to happen?</i></p>	<p>Committed – Time and Talents</p> <p>Caring – Neighbours</p> <p>Awareness – of the other group</p> <ul style="list-style-type: none"> - of the community - our profile
<p>Our prioritised response</p> <p><i>To work towards responding to that call, and expressing our values, we will focus upon the following strand (or strands) of the strategy because...</i></p>	<p><u>Strand 2</u></p> <p>Worship, prayer and spirituality - so that our 'inner glow' is seen: we radiate the picture of being God's people.</p> <p><u>Strand 4</u></p> <p>Welcome, integration and numerical growth – so that we can grow into a more caring, nurturing community and others can grow spiritually with us.</p>
<p>Goals</p> <p><i>We will address the following by means of...</i></p>	<ol style="list-style-type: none"> 1. Raise the profile of the church 2. Develop team eucharists 3. Continue our work as a MAP team 4. 5.



Stage 3: How will we encourage Growth?

Plans, processes, people and resources

*Remember: SMART – plans must be **S**pecific and documented, You must be able to **M**easure the difference you are making; so change or re-visit the Goals if necessary.*

*Your proposals must be **A**chievable; do not try to meet impossible goals.*

*Actions must be able to be **R**esourced, by people, buildings, and funding.*

*To enable proper review, your actions must be **T**ime bounded.*

Actions: <i>small achievable steps which gradually build into something bigger</i>		Who	When
GOAL 1	Create and mount banners to advertise the 'big' joint services – Easter and Christmas	Yvonne	By Easter
	Organise open day/re-union	Andrew to discuss with Lucy	End of March
	Develop 'welcomer' role	Chris	6 months
GOAL 2	Organise bring and share meal after each of the team services	Diana	Each team meeting
	Develop ideas for the team services	MAP team	Meetings
GOAL 3	Bi-monthly meetings Saturday morning	Trudy	



Stage 4 Outputs: keeping the MAP alive

*We will endeavour to **address these plans in action, ongoing consultation and prayer**, and will regularly **affirm and celebrate God's gifts and blessings and our responses**, culminating in our annual MAP review. We will communicate widely what we have attempted, so that others may learn from our experience.*

We have already identified the "resilience" required to keep the MAP alive. The following factors will not discourage us in our task:

Apathy of others
.....

Resistance to change
.....

Date of MAP Review with Bishop/Dean (Not yet known)
.....

MAP signed by

Rector/clergypersonDate.....

Secretary of the VestryDate.....

(5 copies are signed, being for the cleric, the Vestry, Bishop Gregor, the Convenor of the Regional Council and the Facilitator. One is posted on the Growth Strategy web site for public viewing.)

I will keep in contact with the charge throughout this coming year as they work for growth.

FacilitatorDate.....

Agreed frequency of ongoing Facilitator contact: Attendance at team eucharists when possible



*Spirit of our Loving God,
in your mercy and compassion
inspire, encourage and empower us
to live and work together
as a Diocese,
to allow your mission for us
to take flesh
through Jesus Christ
our Living and Eternal Lord. Amen*

