

Glasgow and Galloway Mission Action Plan



Name of Charge/s **St Oswald's Maybole**

Name of Facilitator **Ros Brett**

MAP Completed

YEAR 3

Stage 1: Why are we going for Growth?

<p>From the scribe's notes of the Review meeting, list the <i>last MAP actions completed</i></p>	<p>Refurbishment</p> <ol style="list-style-type: none"> 1. Complete the refurbishment plans outlined in last year's MAP 2. Apply for grant towards chairs (<i>Applied and grant received</i>) 3. Look at Worship Leader's platform as Bishop Gregor suggested (<i>complete</i>) 4. Add another microphone to the PA system to enable contribution from amongst the congregation and dual leadership of worship. (<i>complete</i>) <p>Worship Leading</p> <ol style="list-style-type: none"> 5. Ensure that those who lead SotW attend Worship Leaders' training session. (<i>Training completed, authorisations carried forward to year 3</i>) 6. Use Diocesan evaluation forms to help constructively critique each other's performance in leading worship/Exposition of the Word on occasion. (<i>Done informally by personal affirmation.</i>) 7. Encourage further sharing of personal faith stories in the Exposition of the Word (<i>On-going. Various options already used</i>) <p>Children's/youth participation in worship</p> <ol style="list-style-type: none"> 8. Have bag of children's resources at back of church <p>Ministries of Pastoral Care</p> <ol style="list-style-type: none"> 9. Those involved in pastoral care should attend 5 session course on Pastoral Care in late autumn (<i>complete</i>) 10. Day-course on worshipping with those with dementia being run by FIOP in September; those involved in Nursing Home worship should attend if possible (<i>Becky attended two days</i>) <p>Ministries of Outreach</p> <ol style="list-style-type: none"> 11. Support of community events especially the new Lunch Club; make best use of Jenny as conduit to support the project (<i>On-going, successful</i>) 12. Discern someone to take on diaconal role of collecting the offerings for the Food Bank and delivering them on Mondays or Fridays, and being the conduit of information back to charge (<i>Being done on ad-hoc basis as required</i>)
<p><i>last MAP actions not completed</i></p>	<ol style="list-style-type: none"> 1. Music Group: enable Billy to be linked in to the Diocesan Children and Youth Networks (<i>Reintroduction of Sunday School meant this not necessary</i>) 2. Apply for grant money to buy percussion instruments (<i>We made some instead.</i>) 3. Perhaps create Cross and institute Crucifer role (<i>Overtaken by re-introduction of Sunday School</i>) 4. Extend numbers involved in Fairknowe ministry; improve how we deliver our share on the ecumenical rota (<i>Fairknowe services now only on 1st Sun of month so we are only there 2 or 3 times per year. Andrew supporting Becky</i>)

	<p><i>with this ministry)</i></p> <p>5. Define Ruth Mundell's role as Pastoral Co-ordinator more clearly Carry forward to year three. Andrew will provide training and support.</p>
<p><i>learnings from the second year's MAP</i></p>	<p>The need to keep moving rather than consolidate. We are able to identify what is needed and be flexible according to what happens. We feel that the congregation has been brought closer together, that there is a deeper fellowship and a greater 'family' feeling. The Vestry feel they have been able better to share the vision and the reasons for changes, with a consistent aim of grounding the vision in Scripture. They have been able to listen to the rest of the congregation and respond. The congregation are able to trust the Vestry. There is a recognition, looking back that we have moved on a lot over the three years, not by dramatic leaps, but little by little.</p>
<p>Reflect upon the resourcing of the second year's MAP and what that means for the third</p>	<p><u>People resourcing</u>: The vacancy has made us more self-reliant, more aware of what's needed, but also how much there is to do. The MAP group hasn't changed in the three years – are we limiting our expectations? We have a feeling of being a bit thinly spread, but as time goes on more people are getting involved. <u>Financial resourcing</u>: received Diocesan grant funding for some of the refurbishment. We appreciate this support greatly and will need to make further applications to enable us to continue with the MAP-ing process. Treasurer and Secretary are willing to do necessary paperwork for these applications. We do struggle financially, although we feel we have put our money to good use, particularly during the vacancy. We believe the MAP is not at risk because of finance.</p>
<p>Review - <i>your Church as God would see it now</i> - <i>where God is at work in the community and in the church now?</i> - <i>what growth signs need to be built upon</i> - <i>what avenues can be set aside for now?</i></p>	<p>The congregation is moving and developing. There is a real deepening of the spiritual and social fellowship in the church. We have welcomed some more young children into the church and are able to integrate them into the congregation and provide for their learning. In the community, there has been a new opportunity for contact with Gardenrose Primary School – help with the Blythwood Care Christmas Shoe boxes (at the school's request), Christingle service. This can be built upon. While remaining still involved with the Nursing Home, we feel it is right to set aside <u>further</u> development of this role, as the rota of services has changed, and the clientele has also changed. It is also less important to concentrate on external users of the Hall – there is less use due to new Community Centre.</p>
<p>Re-appraise, re-affirm and celebrate: <i>with regard to each strand of the strategy, we realise that we now exhibit the following strengths ...</i></p>	<p>Worship, prayer and spirituality: We now have the strength and confidence to lead worship, and are able to provide variety and flexibility. Imaginative outreach to the community: We have an involvement with the lunch club which is an avenue for service; some members also participate in this club. This is an ecumenical opportunity. Imaginative outreach to the community/Children and young people: We have been able to grasp the new opportunity of interaction with the primary school, and hope to build on this.</p>

	<p>Learning and Discipleship: We have re-introduced the Thursday service and kept it going as a week-day Bible study.</p> <p>Missional leadership: We have given a lot of thought as to how to grow. The Rector has an appetite and enthusiasm for this, and the congregation has an enthusiasm to respond to that. We plan to do the Alpha course (with the Rector's help) within ourselves first to strengthen our own understanding and discipleship, with the aim to offer it to others once that is completed.</p>
<p>Re-assess: <i>with regard to each strand of the strategy, we realise that we are suffering from the following weaknesses now....</i></p>	<p>Welcome and integration: Although we are a welcoming church and the refurbishment of the church and the flexible use of space have helped in this, we feel the space at the back of church for welcome and for fellowship over coffee/tea after the service is not ideal.</p> <p>Missional leadership: There only remains one (Church of Scotland) clergyman based in Maybole from any of the denominations; the community would benefit from having another member of the clergy living in the town.</p>
<p>Investigate: <i>with regard to each strand of the strategy, we now detect the following opportunities...</i></p>	<p>Imaginative outreach to the community/Children and young people: Opportunity to build on the contact with the primary school.</p> <p>Missional leadership: We believe there is a need and an opportunity for another clergy member in the South Ayrshire Team to give local missional leadership in Maybole and also to lead an area of growth across the whole team.</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 now?</i></p> <p><i>(ii) list the values that underpinned last year's MAP; are there any new values which you need to adopt for further growth to happen?</i></p>	<p>i)</p> <p>We are called to proclaim the gospel. We want everyone who enters the building to know absolutely that they are welcome.</p> <p>We have the vision of being a family church, growing as a nurturing community.</p> <p>ii) The values which underpinned last year's MAP were:</p> <p>Staying power and resilience Consolidation Continuing consolidation Pastoral awareness</p> <p>We now realise we can do more than we thought; we need to keep moving rather than just consolidate.</p> <p>Pastoral awareness remains an important value, but we realise the difficulties posed by the scattered nature of the congregation, somewhat irregular attendance and the fact that the Rector is not able to be there every week</p>
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<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>We will focus on the following 4 strands:</p> <p>Welcome and integration Worship, prayer and spirituality Children and young people Missional leadership</p> <p>These have grown out of ‘where we are at’ – developing within the two strands which were the focus of last year (Worship, prayer and spirituality; Missional leadership) and responding to new opportunities.</p>
<p>Goals</p> <p><i>We will address the following by means of...</i></p>	<p>Welcome and integration</p> <p>1. Create a better, safer space at the back of church for welcome and fellowship, by:</p> <p>a) taking out the two short pews to create more space</p> <p>b) making the area safer by installing a fixed urn in the vestry so no need for a kettle on the floor in church</p> <p>c) clearing the clutter from the back of the church by upgrading cupboards in Vestry to store tea/coffee items, cups, etc</p> <p>d) buying a few suitable chairs for the fellowship area</p> <p>Worship, prayer and spirituality</p> <p>2. Progress Worship Leader authorisations for those who attended training last year and Wendy’s authorisation as Eucharistic Assistant. Provide additional training and resources as appropriate</p> <p>3. Develop Thursday morning time of worship and learning</p> <p>4. Revise service times to enable Rector to lead Maybole worship more often</p> <p>5. Increase worship resources</p> <p>Children and young people</p> <p>6. Build on contacts with Gardenrose Primary school</p> <p>7. Increase resources for children’s ministry</p> <p>Missional Leadership</p> <p>8. Progress roles and authorisations for Pastoral Care team</p> <p>9. Within South Ayrshire Team start working towards the possible appointment of a priest to provide local missional leadership on a day by day / week by week basis and to undertake leadership of an area(s) of growth across the whole Team</p>

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
1	a	Explain to congregation at AGM	Vestry	December 2014 (AGM)
	b	If Canon 35 approval needed, prepare application	Vestry	Early 2015 – dependent on finances and Rector
2	a	Authorise Worship Leaders and Eucharistic Assistant	Rector	Early 2015
3	a	Continue with York course in short term	Vestry	Immediate spring/autumn 2015 Year 4 MAP
	b	Alpha Course during year 3	Rector and Vestry	
	c	Aim for 2nd (outreach) Alpha course	Rector and Vestry	
4		Review and revise service times	Congregation and Rector have agreed	Advent Sun 2014
5		Produce booklet of contemporary worship songs (including checking copyright issues)	Becky and Billy	In progress
6	a	Maintain and increase contact with Gardenrose Primary School	Ruth and Rector	Ongoing
	b	At their request, help Gardenrose Infant Dept become involved with Blythswood Care Christmas Shoebox Appeal.	Sue	November 2014
7	a	Increase physical resources for children's ministry – obtain craft resources etc.	Marilyn	Jan 2015
8	a	Define Ruth Mundell's role in Pastoral Care	Ruth and Rector	Summer 2015
	b	Progress Gordon's and Christine's authorisations as pastoral Assistants	Rector	Summer 2015
	c			
9	a	Build case for another team priest – job definition, resource requirement assessment	Vestry and Rector	Summer 2015
	b	Explain at AGM and get input from congregation	Vestry	Dec 2014
	c	Discussions with Holy Trinity on this	Rector	Summer 2015

